

Middlesex Shooting Sports Club (MSSC)

Member Code of Conduct and Professional Ethics

I. MISSION AND PURPOSE

The Middlesex Shooting Sports Club (MSSC) is dedicated to providing a safe, respectful, and educational environment for the pursuit of shooting sports. To maintain this environment, all members must adhere to the highest standards of integrity and mutual respect. This Code of Conduct establishes the baseline behavior expected of every person associated with the club, ensuring that no individual or group is subjected to intimidation, bullying, or hostility.

II. SCOPE OF APPLICABILITY

This Code of Conduct applies to **all members** without exception, including:

- General Membership
- Board of Directors
- Executive Committee Officers
- Range Safety Officers (RSOs) and Leadership
- Instructional Staff

III. CORE STANDARDS OF BEHAVIOR

1. **Mutual Respect:** All interactions—whether public or private—must be conducted with dignity and civility. Personal attacks, verbal abuse, or derogatory language directed at any member, guest, or official are strictly prohibited.
2. **Safety as a Social Responsibility:** Range safety relies on clear communication and stable temperaments. Volatile behavior, outbursts of anger, or aggressive posturing create an unsafe environment for handling firearms and will be treated as a primary safety violation.
3. **Conflict Resolution:** Addressing members in private with the intent to unduly influence or exert unnecessary pressure toward a specific result is considered a violation of this code and is inconsistent with our leadership standards.
4. **Integrity in Leadership:** The Executive Committee and Board of Directors embody the club's core values and are expected to lead by example. They lead through mentorship and use constructive feedback to support the club and its community.

IV. PROHIBITED CONDUCT

The following behaviors are considered "Major Violations" and are subject to immediate disciplinary review:

- **Intimidation and Bullying:** Using physical presence, vocal volume, or external leverage (such as leadership position) to threaten or belittle another member.
- **Retaliation:** Engaging in or threatening any action intended to harm the club's stability, its certifications, or its reputation in response to internal club disagreements.

- **Abuse of Power:** Using one's position within the club to bypass club rules or to exert undue influence over other members or leadership.
- **Conduct Unbecoming:** Any behavior that brings the club into disrepute or creates a hostile work/volunteer environment.

V. THE "TITLE-BLIND" PROVISION

No member is "above the law" of the club. Professional credentials, years of service, or leadership position, do not grant a member the right to violate these standards. All members stand equal before the Executive Committee, Board of Directors or general membership regarding conduct and ethics.

VI. REPORTING AND ENFORCEMENT

- **Reporting:** Any member who witnesses or is the victim of a violation of this code should report the incident to a member of the Board of Directors or the Executive Committee.
- **Investigation:** The Board of Directors shall investigate all formal complaints.
- **Sanctions:** Upon finding a violation, the Executive Committee, with recommendations from the Board, may impose sanctions including, but not limited to:
 - **Formal Written Censure**
 - **Removal from any position of authority or instructional role**
 - **Suspension of Membership** (30 days to 1 year)
 - **Expulsion** (Permanent termination of membership)

CODE OF CONDUCT INCIDENT REPORT FORM

I, _____ have either been the object of, or have witnessed (circle one) a violation of the MSSC Code of Ethics.

This took place on or about [Date]: _____, [Time]: _____, at [Location]: _____.

The violation was by [Name or description]: _____.

The violation was: _____.

Other potential witnesses are [Names or descriptions]: _____.

Signature: _____ **Printed Name:** _____ **Date:** _____

CODE OF CONDUCT ACKNOWLEDGEMENT

Signature: _____ **Printed Name:** _____ **Date:** _____

Member Acknowledgment: *I have read, understand, and agree to abide by the MSSC Code of Conduct. I acknowledge that my membership is a privilege contingent upon my adherence to these standards.*