

## IPC POLICY ON THE SUSPENSION OF AN IPC MEMBER ORGANIZATION

Approval Authority: IPC Governing Board

Responsible Office Executive Office  
or Department:

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Related Policies:

- IPC Constitution article 9
- IPC Bylaws on Rights and Obligations of IPC Members
- IPC Rules Governing the Procedures for dealing with complaints on alleged breaches of the Code of Ethics.

### **1. Policy Statement:**

The IPC is highly committed to the IPC Membership development defined in the IPC Strategic Plan, in particular to ensure that all IPC member organizations are active, self-sustainable and deliver quality services within their respective roles in the Paralympic Movement. Therefore roles, responsibilities and accountability are clearly defined for each of the IPC membership categories in the 'IPC Bylaws on Rights and Obligations of IPC Members', as agreed by the IPC General Assembly.

To ensure all IPC members meet the requirements for membership, the IPC Management Team will proactively work with the individual member organization; where relevant all necessary assistance will be provided towards achieving compliance with the IPC rules.

Only when despite these efforts no progress is made by the member organization and/or co-operation is failing, or the goodwill to comply with the IPC members' obligations is lacking, suspension from IPC membership will be considered. Such suspension may be decided by the CEO, on behalf of the IPC Governing Board.

Furthermore, the IPC Legal and Ethics Committee may decide on suspensions where a serious breach of the IPC Code of Ethics is established in accordance with the 'IPC Rules Governing the Procedures for dealing with complaints on alleged breaches of the Code of Ethics'.

A member under suspension automatically loses all rights and privileges in accordance with article 9.6 of the IPC Constitution.

Appeal procedures against the decision to suspend a member organisation are identified as mentioned in section 3.3 below.



## **2. Application:**

This Policy applies to all IPC member organizations belonging to one of the four membership categories as described in the IPC Constitution.

## **3. Principles & Procedures**

### **Overriding principle**

IPC Constitution article 9.6:

A Member under suspension loses all rights and privileges of membership. In particular, a Member shall not be entitled to be heard, except with respect to their suspension, or vote at meetings of Members, and/or enter athletes in competitions sanctioned by the IPC, and/or participate in IPC activities.

Subject to the provisions mentioned below, it is at the discretion of the IPC CEO and LEC to either suspend all rights and privileges of an IPC member organization in full, or in part.

### **3.1 Suspensions resulting from infringements to the IPC rules and regulations**

3.1.1 The IPC Governing Board mandates the CEO to act on their behalf and empowers the CEO to suspend IPC members for infringements of the obligations as outlined in the 'IPC Bylaws Rights and Obligations of IPC Members'.

3.1.2 Prior to suspension:

3.1.2.1 An official warning shall be given to the member organization about its status of non-compliance with the IPC rules which may result in a suspension. The formal notification will include a deadline by which the member still has the possibility to corrects its status.

3.1.2.2 The member organization will have the opportunity to be heard either in person or in writing.

3.1.2.3 All efforts shall be made by the Management Team to assist the member in meeting the IPC requirements within the deadline provided.

3.1.3 The CEO shall lift the suspension immediately as soon as the member has corrected its position and complied with its obligations.

### **3.2 Suspensions resulting from a breach in the Code of Ethics.**

3.2.1 The IPC Governing Board has mandated the IPC Legal and Ethics Committee to deal with alleged breaches of the Code of Ethics and, through the adoption of the 'IPC Rules Governing the Procedures for dealing with Complaints on Alleged Breaches of the Code of Ethics', has empowered the Hearing Panel to decide on sanctions, including suspension from membership.



3.2.2 Prior to suspension, all procedures as outlined in the 'IPC Rules Governing the Procedures for dealing with Complaints on Alleged Breaches of the Code of Ethics' shall be followed.

### **3.3 Appeals against the decision to suspend**

3.3.1 Any member organization suspended shall have the right to appeal against the decision to suspend from membership.

3.3.2 Similar standards as for the Appeal Procedures outlined in the 'IPC Rules Governing the Procedures for dealing with Complaints on Alleged Breaches of the Code of Ethics' shall also apply for a suspension decided by the CEO, including but not limited to:

3.3.2.1 The Appeal must be received within 21 days of the notification of the suspension and must take the form of a written "Notice of Appeal".

3.3.2.2 The Notice of Appeal will be sent to the IPC President and will be accompanied by a payment of [ €300] which will be refundable only at the conclusion of the Appeal process and only if the Appeal Panel in its discretion so determine.

3.3.2.3 The Notice of Appeal will set out the facts and arguments giving rise to the Appeal and should fully explain why the member Organization believes the suspension was wrong.

3.3.2.4 The Appeal shall be heard by an Appeal Panel established by the IPC President made up of 3 people who have not previously been involved in the decision to suspend.

3.3.2.5 The decision of the Appeal Panel shall be final.

### **3.4 Reporting**

3.4.1 The CEO shall at each meeting of the IPC Governing Board report on the status of all suspensions currently in place.

3.4.2 In accordance with the IPC Constitution, the Governing Board will inform the General Assembly of all suspensions in place. A suspension likely to exceed four (4) consecutive years shall be brought to the attention of the General Assembly with a recommendation for either continued suspension or termination of membership.