

# Code of Conduct & Dispute Resolution

Pink Pistols Chicago

*Adopted January 20<sup>th</sup>, 2026*

## 1 CODE OF CONDUCT

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All participants and organizers of our events are expected to meet the following standards of behavior. Pink Pistols Chicago (the “Organization”) reserves the sole and absolute discretion to determine whether conduct violates this Code of Conduct. Violations may result in corrective action, including but not limited to, verbal warnings, removal from an event without refund, suspension from future events, permanent exclusion, and referral to law enforcement, where appropriate. The examples listed in this Code of Conduct are not exhaustive. Conduct that is not expressly described but that undermines safety, inclusion, or the mission of Pink Pistols Chicago may still be subject to corrective action.

### 1.1 HARASSMENT

Participants are expected to behave in a manner that does not intend to harm, attack, stalk, or intimidate any individual or group of people. Any activities that are intended to harass or activities that fail to make a good faith effort to avoid causing harassment are prohibited. This includes both physical and verbal harassment, and includes attacks or intimidation made in any public setting regardless of whether the target of the harassment is present.

### 1.2 DANGEROUS & ILLEGAL BEHAVIOR

Any activity that puts oneself or others at risk of physical harm is prohibited. Disregarding safety rules or the instruction of range safety officers or other designated personnel, exhibiting concerning behavior or making statements that indicate they are unable or unwilling to safely handle firearms, and engaging in or encouraging illegal behavior will result in corrective action regardless of whether those acts are the result of intentional malice. Any conduct that, in the judgment of organizers or range personnel, presents an immediate safety risk may result in immediate removal from the event without warning and without refund, regardless of intent.

### 1.3 HATE, BIGOTRY & GENOCIDE

Expressing hateful or bigoted views, expressing support for racial supremacy, or supporting groups or organizations that promote such views is prohibited. Support for, advocacy of, or denial of genocide or mass atrocities is strictly prohibited. Expression of these views or support need not be verbal or explicit to be prohibited. Logos, symbols, coded language, dog-whistles, or any other form of expression that could be reasonably interpreted to support hate, bigotry, or genocide will be treated with equal weight as if those views were spoken aloud explicitly.

### 1.4 ANTI-DEMOCRACY & POLITICAL VIOLENCE

Expressing support for anti-democratic ideologies, the elimination of civil liberties, totalitarian governance, or any other form of authoritarian or fascist movement is prohibited. Expressing support for, calling for, or otherwise condoning any form of political violence or intimidation is unacceptable and explicitly prohibited.

## **1.5 DISCRIMINATION**

Engaging in any behavior that attempts to discriminate on the basis of sex, gender identity or expression, sexual orientation, race, color, religion, national origin, disability, or age is prohibited. Events that are designated as ‘safe spaces’ for participants from a specific background are subject to self-identification by the attendee exclusively. Questioning or interrogating any person’s bona fide claim or expression of their identity is not acceptable behavior.

## **1.6 SEXUAL MISCONDUCT**

Behavior that is sexually explicit, pornographic, or sexually suggestive is prohibited at all events and in all organization communities. Unwanted or repeated sexual advances upon any person or group of people are prohibited. Violations of personal space or repeated undesired questions or discussions of a personal nature directed at any individual are prohibited.

## **1.7 PRIVACY & CONSENT**

Participants are entitled to their privacy and exclusively consensual interactions at any of our events or in community spaces. Attempting to violate someone’s desire for privacy by attempting to gather non-public information by any means or distributing information about others without their consent is prohibited. Participants are expected to respect anyone else’s desire to cease communication or interaction. Continued interactions with anyone after their withdrawal of consent is prohibited.

## **1.8 UNWANTED PHOTOGRAPHY**

Although photography is allowed at our events, everyone is expected to take reasonable care to ensure that any photos or videos do not include anyone without their explicit and verbal consent. Capturing photos or videos that include parties that haven’t given their consent is prohibited. Failure to comply with photography or recording requests, including refusal to delete images upon request, may result in immediate removal from the event. Photography restrictions apply equally to still images, video, livestreams, and screen captures.

## **1.9 POLITICAL ACTION**

Participants are expected to refrain from direct political action at events or in community spaces. This includes, but is not limited to, distributing propaganda or political material, attempting to influence elections, and advertising or seeking support for or against any political party or candidate. Context and reasonableness will be considered when evaluating the effect of non-verbal political support such as clothing or paraphernalia. This policy does not prohibit discussion of political issues, legislation, or current events relevant to the organization’s mission.

## **1.10 DECEPTION & MISINFORMATION**

Deliberate acts of deception and the reckless spreading of misinformation are prohibited. The use of a pseudonym during events will not be considered an act of deception unless the usage is primarily intended to defraud others or intentionally misrepresent one’s own identity. Participants are expected to exercise caution in sharing information and verify primary sources whenever possible. Repeated sharing of false or misleading information, particularly after being provided with corrected information or guidance, is prohibited regardless of intent.

## **2 DISPUTE RESOLUTION POLICY**

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The Organization may, in its sole discretion, offer to resolve disputes through non-binding mediation conducted in Illinois with a mutually agreed upon mediator. Participation in mediation is voluntary and does not waive any rights or remedies available under applicable law.

The Organization reserves the right to address safety-related or time-sensitive matters immediately without resorting to mediation; however, they will commit to using mediation or other methods of alternative dispute resolution prior to escalating matters unreasonably.

### **2.1 REPORTING VIOLATIONS**

Any dispute, concern, or complaint arising out of or relating to the Code of Conduct or participation in Organization events should first be raised with the Organization in good faith. These may be reported either internally by event organizers or through complaints sent to organizers or the board of directors by participants or interested parties.

#### **2.1.1 Internal Reports**

Internal reports should be filed as soon as possible by event organizers and submitted to the board of directors. In the case of inappropriate conduct that is targeted at a specific person, the organizer must explain to that person their ability to also report the violation under this policy.

#### **2.1.2 Direct Reports**

Participants may report violations either to an organizer or directly to the board of directors. Verbal reports shall be documented in writing immediately and include the name of the person reporting the violation unless the attendee chooses to remain anonymous. If the attendee chooses to remain anonymous the report will not contain the name of the person reporting but will note that it was submitted in person by an attendee.

#### **2.1.3 Indirect Reports**

Reports of violations that arrive via anonymous messaging or reports that involve hearsay, regardless of how they are delivered, will be treated as “indirect” reports. Indirect reports can provide valuable information for event organizers and are not to be discouraged. No corrective action may be taken based on a single indirect report, however multiple reports or reports that include tangible evidence may result in corrective action at the discretion of the board.

## **2.2 IMMEDIATE ACTION**

Immediate action may be taken prior to an investigation if the situation requires it. Any immediate action taken must result in a report to the board of directors within 24 hours.

### **2.2.1 Causes for Immediate Action**

The following acts are sufficient cause for immediate action

- Violations of fundamental policies**

Violations of codes 1-4 are considered very serious and, in most cases, will warrant immediate action against the actor.

- **Wanton disregard for policies**

Any participant who displays a complete and utter disregard for the code of conduct warrants immediate action be taken. This also applies in cases where the actor displays extreme negligence.

- **Major violations of policies**

Extreme violations that substantially put the peace and safety of other participants at risk warrant immediate action.

## **2.2.2 Immediate Actions Available**

The following immediate actions may be taken by event organizers or community moderators

- **Informal Warning**

An event organizer or community moderator may also deliver informal warnings prior to making an official report to the board.

- **Removal from community spaces**

Moderators may remove participants from community spaces when their continued presence harms others or creates a significant nuisance.

- **Removal from event and temporary ban**

Event organizers are empowered to remove attendees from events at their discretion guided by this policy and subject to board review with the goal of creating a safe environment for everyone. Attendees who are removed from an event shall be temporarily barred from future events until the board has an opportunity to review the action.

## **2.3 INVESTIGATION**

The board shall investigate any reports of violations of the code of conduct that are made in good-faith and delivered with an appropriate level of detail.

### **2.3.1 Investigation Process**

These guidelines for investigating reports should be followed whenever reasonably possible.

- **Initial Review**

The board acknowledges receipt of a report and assigns a primary investigator from its members or from active volunteers who have signed a non-disclosure agreement, prioritizing a lack of personal conflicts of interest or relationship with any related parties. Simultaneously, the board chooses whether to confirm, rollback, or modify any immediate action(s) taken by event organizers or community moderators.

- **Information Gathering**

The primary investigator is responsible for interviewing all parties involved in the violation including the reporting party, any accused parties, and any relevant witnesses. Interviews, if determined necessary by the investigator, shall be conducted individually with each relevant party and may include any representative or counsel they wish to have present. These interviews shall be summarized and documented immediately by the investigator.

- **Report to the Board**

The summaries of interviews and any other evidence provided to the investigator shall be compiled and delivered to the board in a formal report. The report is delivered to the board by the investigator during a closed meeting where the investigator is available to answer follow-up questions the board may wish to ask.

### **2.3.2 Review & Determination**

Based on the results of the investigation, the board will make one of three determinations by majority vote. If a majority vote cannot be reached, the determination shall be “Unverified”.

- **Verified**

A report is determined verified when the evidence reasonably supports that the violation occurred as described. Verified determinations indicate that the board has sufficient confidence in the accuracy of the report to proceed with corrective action.

- **Unverified**

A report is determined to be unverified when evidence is insufficient to establish what occurred with reasonable confidence. Multiple unverified reports involving the same individual may still inform corrective action decisions if they suggest a pattern.

- **Inaccurate**

A report is determined to be inaccurate when the evidence clearly contradicts the reported version of events. Individuals who knowingly file false reports may themselves be subject to corrective action under the code of conduct if the report was made in bad faith.

## **2.4 CORRECTIVE ACTION**

Based on the investigation's findings and the severity of the violation(s), the board of directors may implement corrective actions. The board may vote to take no action and simply log the report for future reference in reviewing any subsequent reports.

### **2.4.1 Available Actions**

Actions taken by the board will be determined by majority vote. If a majority vote cannot be reached, the primary investigator may proceed with “Informal Discussion” at their discretion.

- **Permanent Ban**

A permanent ban from all future events and community spaces is appropriate for verified violations of codes one through four or behavior that demonstrates an ongoing risk to community safety. This action may also be used for repeat violations or when no willingness to modify behavior is shown. Bans may be reversed by unanimous board vote.

- **Formal Warning**

For severe violations that do not warrant a permanent ban and do not represent an ongoing safety risk to participants, the board may issue a formal warning to subjects of corrective action. The warning will document the specific violations and expectations for future behavior. This warning must be signed by the subject and returned to the board. Failure to acknowledge a formal warning within one week will result in a temporary suspension until the warning is acknowledged, signed, and returned.

- **Informal Discussion & Mediation**

For minor violations and/or conflicts that primarily represent a misunderstanding between parties, the board may facilitate informal mediation between parties to prevent future violations. Failure to participate in or disregard for this process by the subject of the corrective action shall result in a Formal Warning.

## **2.5 CONFIDENTIALITY, PRIVACY & RESPECT**

At no point during any investigation shall any information be shared with parties that do not have a legitimate need to know based on the outlined dispute resolution process. All parties involved in an investigation shall be treated with respect and given an opportunity to present information to the investigator with any counsel they wish to be present for any discussions. Investigators must make every effort not to reveal the identities of any other witnesses or the identity of a person that made a report to the board.

## **2.6 DOCUMENTATION**

The investigator shall maintain a written record of all interviews conducted and summarize all relevant topics discussed. Any digital evidence or photographs shall be included in the report to the board if possible or shall otherwise be described in detail in the report.

The board shall conduct closed meetings to discuss matters related to violation reports and maintain contemporaneous minutes of any and all discussions regarding reported violations, their review and determination, rationale for determinations, corrective action implemented, and rationale for supporting such actions.

## **2.7 IMPARTIALITY**

The board must remain impartial when evaluating reported violations and voting on corrective actions. Board members subject to a conflict of interest with any of the parties involved must recuse themselves from any votes related to a violation report. The board shall consider any ongoing romantic, financial, employment, or familial relationship with any party to represent a conflict of interest warranting recusal.

The status of a person as an active or past volunteer for the Organization on its own shall not be considered a conflict of interest with members of the Board for purposes of this policy. The Board may consider matters where Organization volunteers are the source of, subject of, or witness of any alleged violation so long as a separate personal conflict of interest does not exist.

In the event that all members of the board or all but one member have a conflict of interest in any reported violation, the board shall attempt to assign their duties to two impartial parties. The board shall prioritize assigning these duties to active volunteers who have signed a non-disclosure agreement. Otherwise, the assigned parties shall be required to sign a non-disclosure agreement before being provided access to any information relating to the investigation.

## 2.8 TIMING

Except in such cases requiring extraordinary efforts or subject to unavoidable delays, the following timelines should be followed for the dispute resolution process. This timeline and any deviations shall be communicated with all relevant parties as soon as possible.

- **Acknowledgement of report, assignment of investigator, and immediate action review**  
72 hours from submission of violation report
- **Information gathering and interviews with involved parties**  
2 weeks from submission of violation report
- **Compilation of evidence and report of investigation to the board of directors**  
3 weeks from submission of violation report
- **Notifications of corrective actions**  
1 week from investigation report delivery to the board of directors

## 2.9 APPEALS

Individuals subject to corrective action may request an appeal of the board's decision.

### 2.9.1 Grounds for Appeal

Appeals must be based on one or more of the following grounds:

- **Procedural error**  
The investigation or decision-making process materially deviated from this policy in a way that affected the outcome
- **New information**  
Relevant information has become available that was not reasonably accessible during the original investigation and would likely affect the determination or corrective action
- **Disproportionate action**  
The corrective action imposed is substantially inconsistent with actions taken in comparable situations or is unreasonable given the nature of the violation

### 2.9.2 Submission & Review

Appeals must be submitted in writing to the board within 30 days of receiving notice of corrective action. The appeal must identify which ground(s) apply and provide a brief explanation supporting each claim. Appeals should be sent to [safety@ppchi.org](mailto:safety@ppchi.org).

A board member who did not serve as primary investigator will be assigned to conduct an initial review and recommend whether the appeal meets the threshold for consideration. Appeals accepted for review will be considered by the board within 30 days.

A majority vote of the board may decide to deny the appeal, modify the corrective action, or order an entirely new investigation. If a majority vote cannot be reached, the determination shall be one of denial of the appeal by default.