



## **Code of Conduct Applicable to Council Members and Associates<sup>1</sup> of the Irish Photographic Federation**

**November 2025<sup>2</sup>**

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<sup>1</sup> Applies to all elected council members, ex officio members, associated volunteers, panels of advisors and any individual engaged by the IPF Council to deliver services to the community on their behalf.

<sup>2</sup> This Code will apply, on agreement by Council, until it is replaced by a new Code to be adopted at the AGM 2026.

## **1. Purpose and Scope**

This code applies to all Council business and interactions: Council meetings, subcommittees, working groups, officer meetings, delivery of and attendance at IPF functions (competitions, distinctions, ICT, education, publications), representation of the Federation, and in all communications connected or related to the Federation.

## **2. Core Principles**

Council members shall:

- 2.1 Act in the best interests of affiliated clubs and the Federation.
- 2.2 Treat all members of the Federation equally with respect, courtesy and fairness.
- 2.3 Support the collective decisions of Council in the day-to-day delivery of roles, events and the general business of the IPF, and respect authority delegated by Council to sub-groups or individuals.
- 2.4 Uphold professionalism, accountability, and confidentiality.

Values:

The IPF values respect, fairness, integrity, inclusiveness, and collaboration in all that we do  
— as photographers, volunteers, and a community.

## **3. Responsibilities**

Council members will:

- 3.1 Attend and prepare for meetings and contribute constructively.
- 3.2 Represent the IPF publicly only within agreed policy.
- 3.3 In delivery roles: cooperate, respect deadlines, ensure fair treatment of all, and avoid conflicts of interest.
- 3.4 Respect the decisions of Council and the roles/authority delegated by Council to individual Council members or groups. Acting unilaterally or independent of Council decisions or agreed procedures, undermines good governance and will be treated as a breach of this Code.

## **4. Behaviours that Undermine our Values**

- 4.1 Discrimination of any kind based on age, gender, religion, sexual orientation, disability, and religious or political beliefs.
- 4.2 Bullying, harassment, intimidation, violence or shouting down colleagues.
- 4.3 Defamation, derogatory commentary, disrespectful conduct in any form of communication.

## **5. Handling Information, Data, and Images**

- 5.1 Council members must comply with Art. 11 of the constitution and GDPR obligations.
- 5.2 Use data only for official purposes and only for the purposes for which it was intended; store securely; share only with written consent, where required.
- 5.3 Intentional misuse of personal data or images will be considered a serious breach of this Code.

## **6. Breaches & Complaints**

- 6.1 Minor lapses → handled informally by delegated council member/s.
- 6.2 Serious or repeated breaches, or refusal to adjust behaviour → written complaint to Secretary or designated council member.
- 6.3 Written complaints heard by a complaints committee (5 members, representative).
- 6.4 Appeals should be made to Council.

## **7. Sanctions**

- 7.1 Removal from subcommittees or delegated roles.
- 7.2 Persistent non-attendance for no good reason and/or insufficient participation resulting in undue burden on other Council members will be taken to signify resignation.

## **8. Ceasing to Hold Office**

Council membership ends by:

- 8.1 Expiry of term
- 8.2 Co-option replacement on failure to attend/participate sufficiently
- 8.3 Voluntary resignation.