



GUIDING PRINCIPLES OF THE NATIONAL RANGE OFFICERS INSTITUTE (NROI)

RANGE OFFICERS CREED

As a NROI Range Officer, I shall conduct all competitions with the safety of competitors, spectators and fellow Range Officials first and foremost in my thoughts and actions. I shall always be courteous while maintaining firm control over my range and areas of responsibility. I will always strive to be totally fair and impartial in my judgements.

1. Safety shall always be my primary goal, with efficiency and speed of the competition as secondary factors.
2. It is an honor and a privilege to be a volunteer member of the National Range Officers Institute.
3. It is my duty to assist all competitors in their attempts to accomplish their goals and not to hinder them by undue harassment and authoritarian behavior.
4. I shall put aside my personal prejudices and act as an impartial judge at all times.
5. I shall keep my opinions to myself and shall not be critical of any individual beyond the field of contest.
6. I will thoroughly familiarize myself with all current regulations, match rules and attendant subjects.
7. I will be firm and fair in all judgmental calls made during the course of a stage, and be prepared to state in a clear and concise manner my reasons for such calls to the particular competitor or Range Official.
8. During the course of a stage, my attention shall be clearly focused on the particular competitor I am assigned to observe, and I shall not permit my attention to be misdirected or lax.
9. Prior to and during a stage, I shall never consume any alcoholic beverage or narcotic. I understand that if I violate this rule, I may be suspended or barred from serving as a Range Official in the future.
10. I shall confer only with my fellow Range Officer and Match Officials concerning the behavior of any competitor and any decisions to be rendered.
11. I shall exercise due consideration for personal emotions of any competitor, and shall act in a manner so as not to embarrass or disturb the competitor any more than is absolutely necessary.
12. I shall strive to never give even the appearance of wrongdoing.



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ARTICLE I PREAMBLE

The National Range Officers Institute or NROI is an organization that exists by virtue of Article IV, Section 6 of the By-Laws of the Philippine Practical Shooting Association (PPSA). The NROI is under the authority of the PPSA and shall not be a separate nor independent body. The NROI shall function as the technical branch and officiating arm of the PPSA for the safe conduct of the practical shooting sport in the Philippine region. It is headed by the NROI Executive Director, who is appointed by the PPSA President and confirmed by the PPSA Board of Directors. The NROI is a self-governing body and may promulgate its own internal rules for the purpose of administration, conduct and officiating of PPSA sanctioned matches in accordance with IPSC rules and directives of the PPSA Board.

ARTICLE II MEMBERSHIP

Section 1. QUALIFICATION

Individuals who qualify as members in good standing under Article I, Section 1 of the PPSA By-Laws may be admitted to the NROI and be certified as a Range Official upon completion of the following:

- Submission of accomplished and signed NROI Accreditation Form
- **Must be 21 years of age at the time of application**
- Certification of membership of good standing in a PPSA affiliated gun club
- Certificate of Attendance in a NROI Level I seminar
- Completion of 6 (six) cumulative match points as an NROI trainee
- Certificate of Completion in a NROI Level I training

Section 2. MAINTENANCE OF MEMBERSHIP

As a general rule, NROI members are required to maintain their membership in any PPSA affiliated gun club as a prerequisite to membership in the NROI.

In addition, NROI members must annually earn a minimum of six (6) cumulative points in any level of PPSA sanctioned matches until March 31 of the year following to remain in ACTIVE status. Exception to this rule are NROI members aged 60 and above, who are required to annually earn only three (3) cumulative match points to remain in ACTIVE status.

If a NROI member is unable to earn the required annual minimum match points within the prescribed period, the NROI member will be placed on INACTIVE status on the year immediately following. The NROI member will be given one (1) year to comply with the required match points to maintain membership in the NROI as a prerequisite for return to ACTIVE status.



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If a NROI member fails to earn the required minimum match points for two (2) consecutive years, the NROI member will be delisted from the roster of NROI members. Persons who have been delisted from the NROI roster may re-apply for NROI membership, provided that delisting was not due to expulsion for Grave Offenses.

LEAVE OF ABSENCE (LOA)

LOA is an option available for NROI members accredited as CRO or RM, who for circumstances beyond their control are unable to comply with the provisions of Article II, Section 2 of these Guiding Principles. If approved by the NROI Membership Committee, the LOA shall conditionally exempt the NROI member from the annual match points requirement for the maintenance of NROI membership and shall avoid loss of accreditation and/or removal from the NROI roster for the duration of the LOA.

For NROI CROs, the maximum LOA period shall be three (3) years from date of approval. For NROI RMs, the LOA period shall be indefinite from date of approval. In all cases, the NROI CRO or RM on-leave shall be required to attend a NROI Level I/ Rules Refresher seminar as a prerequisite to return to ACTIVE status.

Section 3. NROI ACCREDITATION

The terms RO, SO, CRO and RM appearing in these Guiding Principles shall be considered as Accreditation and shall refer to the qualification of a NROI member in respect to duties and responsibilities they may perform or be designated/assigned to during a PPSA sanctioned match. Accreditations are deemed to be titles for purposes of administration and are not considered as ranks of seniority.

Evaluation for the acceptance and/or accreditation of all NROI members will be based on the following criteria:

- Competence- 30%
- Dedication-30%
- Attitude-40%

The NROI shall recognize the following ACCREDITATIONS:

NROI RANGE OFFICER (RO)

NROI Trainees who have completed the requirements in Art. II, Section 1 shall be accredited as NROI RANGE OFFICER (RO) upon admission.

NROI CHIEF RANGE OFFICER (CRO)

NROI Range Officers (RO) may be accredited as NROI CHIEF RANGE OFFICER (CRO) upon completion of the following:

- Submission of NROI Application for Accreditation form
- Favorable recommendation from the NROI Area Coordinator



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- Must have earned a minimum of 100 match points, accumulated as follows:

Match Level.	No. of Matches	Match Points	Total
I	30	30	30
II	10	20	40
III	10	10	30

- Must have served as RM in three (3) Level I matches
- Must have served as CRO in five (5) Level II matches
- Must have served as Statistics Officer in three (3) Level I matches
- Must have served as a Chronograph Officer in one (1) Level II match & one (1) Level III match
- Attain a 75% passing mark on the Chief Range Officer Exam
- Attended a NROI/IROA Level II Seminar

NROI RANGE MASTER (RM)

Chief Range Officers (CRO) may be accredited as NROI RANGE MASTER (RM) upon completion of the following:

- The NROI Membership Committee shall evaluate and recommend eligible CROs for promotion to RM
- Submission of NROI Application for Accreditation form, upon notice of candidate's eligibility
- Favorable endorsement by the NROI Area Coordinator
- Favorable endorsement from two (2) NROI Range Masters in ACTIVE status
- Must have earned a minimum of 300 match points in PPSA/IPSC sanctioned Level III matches or above
- Must have earned a minimum of 15 match points in PPSA/IPSC sanctioned Level III matches or above as the designated RM of the match
- The NROI Executive Director shall recommend the accreditation to the PPSA President for final approval

NROI STATISTICS OFFICER (SO)

Any member of NROI may be accredited as NROI STATISTICS OFFICER (SO) upon completion of the following:

- Must have officiated in at least ten (10) IPSC/PPSA sanctioned matches as an RO, CRO or RM, regardless of match rating.
- Must have attended a Stats Academy Training seminar conducted by a NROI accredited Stats Officer Instructor
- Has earned a minimum of five (5) match points as a Stats Trainee under the supervision of a NROI Stats Officer, who in turn shall provide a fair evaluation of the Stats Trainee.
- A Certificate of Accreditation will be issued to the Stats Trainee upon completion of serving as a Stats Director in a Level I PPSA sanctioned match.



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Section 4. TERMINATION OF NROI MEMBERSHIP

NROI membership or accreditation may/ shall be terminated by:

- a. Voluntary withdrawal or resignation from the PPSA as an individual member;
- b. Voluntary withdrawal, resignation from the NROI member's PPSA affiliated gun club, unless the NROI member transfers or is admitted in another PPSA affiliated gun club;
- c. Death of the NROI member or dissolution of his gun club;
- d. Expulsion from the PPSA or NROI by reason of:
 1. Violation of the PPSA By-Laws, PPSA Code of Conduct or these Guiding Principles or any PPSA/NROI Rules and Regulations;
 2. Conviction of any grave felony involving crime against persons with the use of firearms, or violation of laws relating to firearms;
 3. Non-payment of PPSA dues or fees;
 4. Conduct unbecoming of a NROI Official or the commission of any act/s inimical, deleterious or prejudicial to the PPSA or NROI.

Section 5. INCENTIVES

Any NROI member who **earns 36 match points** in a current year, will be eligible for the following incentives on the succeeding year:

- Waived PPSA annual renewal fee
- 50% discount on match fees for levels II and III if registering as a regular competitor.

Any NROI member in good standing who has accumulated a minimum of 400 match points within the PHI region may be granted PPSA Lifetime Membership by the PPSA Board of Directors upon recommendation of the NROI Executive Board.

Crediting of match points earned will be recorded by the NROI Secretariat based on the Post-Match Report submitted by the NROI member designated as the Stats Director of a PPSA sanctioned match.

Section 6. INTERNATIONAL RANGE OFFICERS ASSOCIATION (IROA) AFFILIATION

NROI members may apply for affiliation with the International Range Officers Association (IROA) thru the NROI Executive Board, which will endorse the application to IROA, provided that the NROI member is:

- A member in good standing with a PPSA affiliated gun club;
- In ACTIVE status as a NROI member;
- Must be accredited as Chief Range Officer (CRO) in the NROI at the time of application;
- Must have earned at least 15 match points in PPSA/IPSC sanctioned Level III matches or above following his accreditation to NROI CRO;
- Has officiated in at least one (1) PPSA sanctioned Level III match in each main island group of the PHI region- Luzon, Visayas & Mindanao;
- Has officiated in at least one (1) IPSC sanctioned Level III match outside the PHI region.



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PROCEDURE FOR IROA AFFILIATION

Upon receipt of the application, the NROI Area Coordinator shall favorably endorse the application to the NROI Executive Director within (5) five working days of receipt thereof;

The NROI Executive Director shall then convene the NROI Membership Committee who shall collate all written comments & constructive criticism. The NROI Membership Committee shall evaluate the applicants attitude, competence and dedication to the NROI and the sport of practical shooting; and make a recommendation to the NROI Executive Director;

Upon receipt of the recommendation from the NROI Membership Committee, the NROI Executive Director shall decide whether an application is accepted or denied. The Executive Director shall inform the applicant of the outcome of the evaluation.

The PPSA President/IPSC Regional Director shall approve the lodging of the application to IROA HQ upon the recommendation of the NROI Executive Director.

ARTICLE III NROI SEAL, LOGO & OFFICAL UNIFORM

Section 1. NROI SEAL & LOGO

The NROI logo shall be used in the official uniform, communications, paraphernalia and embellishments of the NROI. The NROI logo bears the image of a stylized representation of the flag of the Republic of the Philippines placed on the upper third of the logo, with the text "PHILIPPINES" immediately below it. The center of the logo bears the IPSC logo displayed with the weighing scales to its left and right, backgrounded by a watermark image of a five-pointed star and globe. The lower third of the logo bears the text "NATIONAL RANGE OFFICERS INSTITUTE". All the aforementioned elements are framed in a reverse-trapezoid shaped border.

Section 2. OFFICIAL UNIFORM

The official NROI uniform is composed of the following:

- **NROI BALL CAP-** (Description): navy blue twill cotton material with the NROI logo on the front panel
- **NROI SHIRT-** (Description): alternating navy blue & white vertical stripes on the body & sleeves, with solid navy blue collar and utility pocket in the left front panel. The fabric must be high performance, fast wicking type, appropriate for outdoor/sports use. The IPSC logo shall be displayed on the right sleeve panel. The PPSA logo will be displayed on the left sleeve panel. The NROI logo will be prominently displayed in the back panel of the shirt.



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The NROI members name (Last name/ initial of First name) must be printed on the left front panel, 1 cm above the front pocket.

The NROI shirt must be worn tucked when used during official events or when officiating in sanctioned matches.

The NROI shirt may be purchased from the NROI Secretariat or directly from an authorized supplier appointed by the NROI Executive Board.

- **NAVY BLUE colored trousers or shorts;** worn with shoes and socks.

The official NROI uniform shall be only be worn during PPSA sanctioned matches, NROI official events (gun shows, gun safety seminars, training seminars) and other functions/occasions authorized by the NROI Executive Director.

ARTICLE IV **OFFICERS & ADMINISTRATION OF THE NROI**

The National Range Officers Institute or NROI exists under the provisions of **Article IV, Section 6 of the PPSA By-Laws**. **The NROI shall be part of and shall not be independent from the Philippine Practical Shooting Association**. The purposes, composition, function and operation of the NROI shall be as follows:

SECTION 1. NROI EXECUTIVE BOARD

There shall be an NROI Executive Board composed of twelve (12) members headed by the NROI Executive Director who shall automatically sit and act as chairman and eleven (11) members appointed by the NROI Executive Director with the concurrence of the PPSA Board of Directors and to be chosen from among three recommendees of the gun clubs from among the NROI members representing the eleven (11) areas as provided for in Art. III, Section 1 of the PPSA by-laws with one member in each area.

The NROI Executive Board shall be the governing body of the NROI. It shall promulgate its own internal rules for the conduct and officiating of PPSA sanctioned matches in accordance with IPSC Rules, classify shooters; fix sanctioning fees subject to approval by the PPSA Board; promulgate rules to ensure compliance with all IPSC rules in relation to the conduct of matches; and perform such other functions as may be necessary for the efficient administration and safe conduct of matches or as may be designated by the PPSA Board of Directors

SECTION 2. NROI EXECUTIVE DIRECTOR (NROI ED)

The NROI shall be headed by an Executive Director who shall be appointed by the President and shall serve concurrently as member of the PPSA Board of Directors as provided for in Art. III Section 1 of the PPSA by-laws.



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The NROI Executive Director shall be the Chief Executive Officer of the NROI. Subject to the provisions of the PPSA by-laws, The NROI ED shall manage the affairs of the NROI; preside over the meetings of NROI Executive Board, conduct or over-see the conduct of seminars for PPSA NROI members; over-see the classification of PPSA members; update the same on an annual basis; attend and represent the PPSA on all IROA meetings; and coordinate with the latter on all matters affecting the enforcement of all IPSC rules. During the General Annual Membership Meeting, he shall also submit an annual report on the performance of the NROI for that year and the plans and projects for the ensuing year.

SECTION 3. NROI SECRETARY

The NROI Executive Board shall have its own secretariat to be headed by the NROI Secretary who shall appointed by the NROI-Executive Director preferably from among the elected members of the NROI Executive Board and upon the recommendation of and by majority vote of the other NROI Executive Board members at a meeting duly called and assembled.

SECTION 4. OTHER NROI OFFICERS

The NROI Executive Board may create other officers or positions and appoint their officers as may be needed for the efficient discharge of their functions.

SECTION 5. QUOROM

On matters requiring decisions by the NROI Executive Board, the same rules shall be observed as required in **Article III Section 4** of the PPSA by-laws.

SECTION 6. FINANCES & COMPENSATION

The members of the NROI Executive Board and such other officers appointed by it shall not receive any compensation as such, but they are entitled to reimbursement of their actual but reasonable expenses incurred in the discharge of their official functions subject to reasonable limits or policies as may be prescribed by the Board, and provided that such expenses shall be taken only out of the sanctioning fees collected. All income received, collected or earned by the NROI representing NROI sanctioning fees, seminar fees, etc. shall form part of the general funds of the PPSA.

SECTION 7. TERM OF OFFICE

The members of the NROI Executive Board, including the NROI Executive Director, shall serve for a term of three (3) years commencing from January 1 of the first year and ending on December 31 of the third year co-terminus and coinciding with the terms of the PPSA Board of Directors. The date and manner of election and other internal rules shall be promulgated by the NROI Executive Board.



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Section 8. REMOVAL & REPLACEMENT OF OFFICERS

Any member of the NROI Executive Board, except the Executive Director may be removed from office on the same grounds as provided for in Article II Section 8 (d) of these By-Laws at a meeting of the NROI Executive Board duly called for the purpose and by affirmative vote of at least **2/3** of all the other members of the NROI Executive Board. In the removal of the members of the NROI Executive Board, due process shall observed and the member being removed must be given an opportunity to be heard. In case of tie, the NROI Executive Director shall cast his vote to break the tie.

The NROI Executive Director shall fill any vacancy by appointing the replacement coming from the area where the vacancy occurred but shall serve only for the unexpired term of his predecessor.

ARTICLE V **NROI STANDING COMMITTEES**

Membership Committee

This committee shall take charge of screening applicants for admission into the NROI, as well as evaluate qualifications of NROI members for accreditation purposes. It shall also evaluate NROI members applying for IROA or any other internationally recognized body of range officers. It shall make appropriate recommendations to the NROI Executive Board for the disqualification, approval or disapproval of membership admittance, accreditation or affiliation. This committee shall be composed of the Secretary of the NROI Executive Board, who shall act as chairman, and four members appointed by the NROI Executive Director.

Education & Training Committee

This committee shall take charge of disseminating to all NROI members all rules and regulations, plans, policies and matters affecting the NROI and the sport of practical shooting. This committee shall also be in charge of publishing the rules of the sport, as well as any updates to the same. This committee shall also be in charge of the curriculum and modules used in NROI seminars and training. The NROI Secretary is an ex-officio member of this committee.

Ethics Committee

This committee shall ensure and safeguard the integrity and reputation, as well as the ethical principles of the NROI as embodied in the Range Officers Creed; enforce the PPSA Code of Conduct and specific rules and regulations in these Guiding Principles and recommend the appropriate sanctions contained therein as it may deem fit. This committee shall have exclusive jurisdiction on matters involving range officers who are the subject of complaints in relation to or arising from PPSA sanctioned matches.



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Course of Fire & Match Sanctioning Committee

This committee shall take charge of reviewing and evaluating courses of fire submitted for PPSA sanctioned matches. It shall make recommendations for any changes or amendments to the COF in compliance with the IPSC rules and “best practices” for practical shooting competitions.

Classification Committee

In cooperation with the NROI Secretariat and the PPSA Secretary, this committee shall take charge of all operational requirements for the classification of PPSA members.

ARTICLE VI MATCH CALL-UP & OFFICIATING

Section 1. MATCH CALL-UP

Match Call-Up refers to a system where NROI members are required to signify their intention to officiate in a specific match by way of email reply or other forms of communication.

- For Level I & 2 matches, the Match Call-Up for PPSA sanctioned matches shall be administered by the NROI Area Coordinators and/or by the NROI member designated as RM by the match organizers for that specific match.
- For Level III matches, the Match Call-up for PPSA sanctioned matches shall be administered by the NROI Secretariat, in coordination with the NROI member designated as RM by the match organizers..
- For Level IV & V matches, the Match Call up, if any, for IPSC sanctioned matches shall be administered by the NROI Executive Director, in coordination with IROA and/or the match organizers.

Section 2. NROI MATCH POINTS

NROI members are responsible for maintaining a personal record of the match points they have earned/accumulated by the use of the NROI Match Points Card (MPC).

The NROI Secretariat shall be responsible for maintaining an accurate database of all match points earned by NROI members. The Post-Match Report (PMR) submitted by the Stats Director of each sanctioned match will be used as the sole basis for this purpose.

The Range Master assigned in every PPSA sanctioned matches shall furnish the Stats Director with an accurate record of NROI members officiating in the competition, along with their designation and stage assignment.

The Post-Match Report, along with the overall match result/s will be forwarded via electronic means or hard-copy to the NROI Secretariat within three (3) working days from the end of the match.



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Section 3. COMMITMENT

NROI members who have signified their intention in any MATCH CALL-UP as defined in Article VI, Section 1 of these Guiding Principles, are expected to honor their commitment to serve as match officials and report to the RM on the time and place specified.

If the NROI member is unable to honor his/her commitment in a given match, it shall be the obligation and responsibility of that NROI member to notify the RM seven (7) days before the match of his/her situation. This is regardless of the terms of engagement accepted by the NROI member in as far as match organizer benefits are concerned. Failure to do so may result in sanctions/penalties as provided in these Guiding Principles.

Section 4. OFFICIATING OUTSIDE THE PHI REGION

Members of NROI who have been selected/invited to officiate in any match outside the borders of the PHI region, regardless of match level, must be endorsed by the NROI Executive Director and approved by the IPSC Regional Director of the PHI region.

Section 5. OFFICIATING IN PPSA SANCTIONED MATCHES

As a general rule, NROI members are expected to provide service in matches within their respective areas. Officiating outside of their respective areas is allowed, provided that they duly notify their NROI Area Coordinators. NROI/IROA Range Masters are exempted from this rule.

Section 6. OFFICIATING IN NON-SANCTIONED PPSA MATCHES

NROI members may officiate in non-PPSA sanctioned matches provided that prior notification and consent from their respective NROI Area Coordinators is made.

ARTICLE VII CONDUCT, OFFENSES & PENALTIES

Section 1. NORMS OF CONDUCT

As front line ambassadors and members of the PPSA, members of the NROI are expected to conduct themselves in a manner that maintains the high esteem and public confidence in the sport of practical shooting and the PPSA.

NROI members are expected to behave in the highest standards of conduct and be consistent with the Range Officers Creed when serving as match officials. It is expressly understood that NROI members shall be guided and governed by the PPSA By-Laws and shall strictly observe the specific rules & regulation set forth in these Guiding Principles and the PPSA Code of Conduct.



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Section 2. OFFENSES & PENALTIES

NROI members shall be guided and governed by specific NROI rules & regulations promulgated in these Guiding Principles. Any violation of of NROI rules & regulations shall classified as LIGHT, LESS GRAVE and GRAVE, with the corresponding penalties provided herein.

Offenses classified as GRAVE, which carry the penalty of expulsion from the NROI, shall automatically be forwarded by the NROI Executive Director to the PPSA Board. The PPSA BOD reserves the right to review the case and if warranted, impose the same penalty in relation to that persons membership in the PPSA.

The following violations/instances are considered LIGHT offenses:

1. Improper or unauthorized wearing/use of the NROI uniform in official PPSA/NROI matches, events or functions
2. Smoking or having a lit cigarette whilst giving a stage briefing or while officiating in an actual course of fire
3. Failure for designated Range Masters and/or Stats Director to submit a Post-Match Report (PMR) to the NROI Secretariat
4. Failure to maintain their membership due to non-payment of PPSA annual dues

The penalty for LIGHT offenses shall be:

- 1st offense: Written Reprimand
- 2nd offense: 3 months suspension
- 3rd offense: 6 months suspension
- 4th offense: Expulsion from NROI

The following violations/instances are considered LESS GRAVE offenses:

1. Having a holstered or concealed firearm while officiating in a PPSA sanctioned match
2. Failure to honor match call-up commitment/notify the RM of no-show or absence.
3. Actions contrary to the responsibilities/duties as a match official as provided for in the IPSC rules of competition, particularly if such action results in the questionable outcome of a match.
4. Unauthorized pilferage of spent shells during a match, particularly where such actions result in match delays.
5. Officiating in Level 1 & 2 matches outside of their PPSA areas without prior notification (verbal or written) to their respective NROI Area Coordinator

The penalty for LESS GRAVE offenses are as follows:

- 1st offense: 6 months suspension
- 2nd offense: 12 months suspension
- 3rd offense: Expulsion from NROI



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The following violations/instances are considered **GRAVE offenses**:

1. Initiating and/or engaging in physical fights with a fellow NROI member or PPSA member during PPSA/NROI sanctioned matches, official functions or events
2. Officiating in PPSA sanctioned matches while under suspension as a NROI or PPSA member
3. Verbal or physical abuse towards a fellow NROI member, PPSA member, range personnel or spectators during PPSA/NROI sanctioned matches, official functions or events.
4. Sexual harassment; acts of lasciviousness towards a fellow NROI member
5. Bullying, including cyber-bullying, publication of slanderous and malicious statements on social media
6. Dishonesty, including manipulation of scores to gain advantage for self or for others
7. Solicitation/demand for financial or material things from a competitor or match organizer before, during or after a sanctioned match.
8. Officiating in a non-PPSA sanctioned match without notification of and consent from their respective NROI Area Coordinators.
9. Any other grave act deemed by the NROI Ethics Committee to have brought disrepute to the NROI/PPSA, by the willfull violation of its ideals, these Guiding Principles and the Range Officers Creed, either by commission or omission of their actions.

The penalty for GRAVE offenses shall be:

1st offense: Expulsion from the NROI

Section 3. COMPLAINTS/GRIEVANCE PROCEDURE

The NROI shall have exclusive jurisdiction on complaints and/or issues that involve NROI members, particularly those which arise from, but not limited to, incidents during sanctioned matches. In order to provide for a mechanism for the resolution of cases, the following procedures shall be observed:

AREA GRIEVANCE COMMITTEE- The NROI Area Coordinators shall be responsible to create an **Area Grievance Committee** to resolve complaints/issues that occur within their respective areas of responsibility. If the matter cannot be resolved at the area level; or if the NROI coordinator is the subject of the complaint; or if the case involves GRAVE offenses, the case will be referred/endorsed by the NROI Area Coordinator to the NROI Executive Director for appropriate action. In cases where the subject of the complaint involves the NROI Area Coordinator, the PPSA Area Director shall refer the case to the NROI Executive Director.

PREVENTIVE SUSPENSION OF NROI MEMBERS- In relation to issues, complaints and cases involving members of the NROI, the NROI Executive Director shall have sole authority to impose preventive suspension on NROI members while cases are pending and under investigation by the NROI Executive Board, NROI Ethics Committee or the PPSA Board.



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Preventive suspension is not considered a punishment or penalty but simply restricts the suspended NROI member from participating in certain activities of the NROI as determined by the NROI Executive Director. The duration of the preventive suspension shall be a maximum of ninety (90) days or less, at the discretion of the NROI Executive Director. The actual days of preventive suspension shall be considered as inclusive (time served) in cases where a formal decision of suspension is rendered by the NROI Executive Board.