



ADDENDUM A

COMPETITION RULES AND PROCEDURES OF F-STOP PHOTOGRAPHIC SOCIETY

1. PURPOSE

To establish and maintain structured, transparent, and fair processes for competitions, awards, submissions, member conduct, and conflict resolution within the F-Stop Photographic Society of Kempton Park.

2. SCOPE

This policy applies to all members, committee members, guests, and affiliates of the F-Stop Photographic Society of Kempton Park.

3. DEFINITIONS

3.1 PDI

Projected Digital Images

3.2 Star level

- 1 Star (Novice)
- 2 Star (Beginners)
- 3 Star (Intermediate)
- 4 Star (Advanced)
- 5 Star (Salon Standard)

Every new member joining the club will be regarded as a One Star member.

The committee may, however, at its discretion upon application by a new member, grade such member into a higher section.

The new member must in such cases submit to the committee (within 30 days of joining the club) a panel of 12 images for viewing by a panel of judges appointed by the Competition Secretary. This panel can be used subsequently for grading.

3.3 Gold/COM (Certificate of Merit)

A recognition awarded to images that reach a high standard in club competitions.
Gold: Excellent. COM: Exceptional.

3.4 Manipulation

Any process that alters the image beyond basic photographic corrections (e.g., cloning, compositing, adding/removing elements).

3.5 Theme

A subject set by the committee for the purpose of guiding creative submissions for a specific month.

3.6 Honours

A member who has attained Five Star Honours and receives recognition.

3.7 Category

One of the recognized image types used for competition: Nature, Portraiture, Pictorial, etc.

3.8 Artificial Intelligence (AI)

The use of computer algorithms to perform tasks that typically require human intelligence. In photography, AI refers to tools or software that can automatically generate, enhance, or manipulate images, such as replacing skies, removing objects, generating content, or applying advanced edits based on learned data.

4 OBJECTIVE

These rules and procedures are established to ensure fairness, transparency, and consistency in all activities of the F-Stop Photographic Society of Kempton Park. They serve to guide member participation, uphold photographic standards, and align the Club's practices with the values and regulations of the Photographic Society of South Africa (PSSA).

5 AWARDS AND TROPHIES

For categories of the yearly competitions where no provisions have been made, the committee will decide on a fitting way to award members.

Trophies For Themes:

The format of the competition will be decided by the committee on a yearly basis.

Merit For Trophies:

Awarded at the committee's discretion to a member contributing positively to the Club.

Best Photographer of The Year Trophy:

Awarded based on overall photographic achievements.

Salon Winner Trophy:

Awarded to the member with the most salon points in the year.

Best Digital Image Entry of The Year Trophy:

To determine the winner for this trophy, all members will have the opportunity to enter four images per above-mentioned section on condition that it was entered during the current year in the Club competitions or is new work that has never been entered for this competition before. At least one Photographic Society of South Africa (PSSA) accredited judge will judge.

The categories are:

Wildlife and Nature	Manipulation is NOT allowed
Portraiture	Manipulation is Allowed
Photojournalism and Sport	Manipulation is NOT allowed
Pictorial / Open	Manipulation is allowed
Creative Art / Visual Art / Altered Reality	Manipulation is allowed
Landscape and Scapes	Manipulation is allowed

Out of the best images in the various categories, an image for the year will be chosen. Trophies will be awarded to each category winner.

6 SOCIETY COMPETITION POINTS AWARDED AND REQUIREMENTS FOR PROMOTION

6.1 Club Evening Point Allocations:

Below are the guidelines for all categories on club evenings:

- Certificate of Merit (13 - 15) = 5 pts
- Gold Certificate (10 - 12) = 3 pts
- Silver Certificate (8 - 9) = 2 pts
- Bronze Certificate (6 - 7) = 1 pt
- Best Award of Meeting = 1 pt
- Below 6 = 0 pts

6.2 Salon Point Allocation:

Award	International Points	National Points
Acceptance	2	1
Certificate of Merit	3	2

Category Winner	4	3
-----------------	---	---

Salon Points are cumulative.

6.3 Promotion requirements:

Members can advance to the next star level based on two (2) systems.

- Without Salon Results
- With Salon Results

Below is the requirement outline for all promotions within the club:

6.3.1 Requirements with Salon Points:

STAR LEVEL	POINTS	GOLD/COM	SALON POINTS
1 Star to 2 Star	30	-	-
2 Star to 3 Star	60	15	-
3 Star to 4 Star	80	20	5
		Not more than 18 of awards must fall into one of the categories.	
4 Star to 5 Star	120	30	20
		Not more than 21 of awards must fall into one of the categories.	

5 Star to 5 Star Honours	All workers in this division will be known as Honours Workers and will be awarded an Honours Badge. No further diversifying per category will be needed in this division. An acknowledgement bar will be added for every 100 gold or Certificate of Merit awards plus 50 salon points per bar section.		
STAR LEVEL	POINTS	GOLD/COM	SALON POINTS
5 Star Honours Bronze	-	100	50
5 Star Honours Silver	-	200	100
5 Star Honours Gold	-	300	150
5 Star Honours Platinum	-	400	200

6.3.2 Requirements without Salon Points:

STAR LEVEL	POINTS	GOLD/COM	SALON POINTS
1 Star to 2 Star	30	-	-
2 Star to 3 Star	60	15	-
3 Star to 4 Star	160	40 Not more than 18 of awards must fall into one of the categories.	-
4 Star to 5 Star	240	60 Not more than 21 of awards must fall into one of the categories.	-
5 Star to 5 Star Honours	To advance from 5 Star to 5 Star Honors the members will require salon points and follows the point system laid out in the requirements with Salon Points system.		

7 REQUIREMENTS FOR MONTHLY ENTRIES

7.1 Categories available for submission:

CATEGORY	CODE	MANIPULATION	DEFINITION
Altered Reality	AR	Allowed	Abstract: An exercise in composition for the sake of art. The real identity of the abstractionist's subject is not important, and the result is not intended to be anything. Altered Reality An image: created by altering reality in an obvious manner, created digitally or in camera. The intention is the creation of an image that conveys a feeling or message or tells a story. Creative or Visual Art Images: that go beyond the straightforward pictorial rendering of a scene. The image does not have to employ derivative or manipulative techniques to be Creative or Visual Art.
Nature	NA	Not Allowed	Nature photography is restricted to the use of the photographic process to depict all branches of natural history, except anthropology and archaeology, in such a

			fashion that a well-informed person will be able to identify the material subject and certify its honest presentation. The story telling value of a photograph must be weighed more than the pictorial quality while maintaining high technical quality.
Photojournalism	PJ	Not Allowed	Photojournalism entries are images with informative content reflecting the human presence in our world and emotional impact which usually include human interest, documentaries, news, or sport. The journalistic value of the image shall receive priority over the pictorial quality.
Pictorial	PI	Allowed	An open category where images emphasize visual impact, composition, and artistic merit, rather than fitting into other defined genres.
Portraiture	PO	Allowed	Portraiture is not restricted to head and shoulders and may include just a part of the face, a back view or even a full-length study. Animal Portraits: A likeness, personality, and mood of a living animal where the subject is dominant in the image. Human Interest: An image depicting a person or persons in an interactive, emotional, or unusual situation, excluding recreational and sports action. Human Portraits: A likeness, personality, and mood of a living human where the subject is dominant in the image. Portraiture is not restricted to head and shoulders and may include just a part of the face, a back view or even a full-length study.
Scapes	SC	Allowed	Scapes is a term that covers the depiction of scenery such as mountains, valleys, trees, rivers, forests, sea, cities etc. where the main subject is a wide view with its elements arranged into a coherent composition. Scapes may be natural or man-made.
Theme	TH	Allowed	Subject selected by committee every month. Image creativity is at the discretion of the author but must have relevance to the theme.

See Appendix B for The PSSA SALON DEFINITIONS & CONDITIONS OF ENTRY

7.2 Entries Per Member:

- 7.2.1 **Images submitted to the club, open competitions or Salons MUST be the original work of the photographer (author).**
- 7.2.2 Copies of other people's work are **NOT** permitted, and disciplinary action will be taken against any photographer disregarding the principle.
- 7.2.3 Image may only be entered once for grading.
- 7.2.4 If a member is not happy with the award given for an image, the image may be re-submitted at the next meeting, but the member will forfeit the previous award. It must be emphasized that the same image **MAY NOT** be renamed as a new entry.
- 7.2.5 The maximum number of entries is four (4) images per author per month.
- 7.2.6 Three images allowed in any category plus one image in the Theme category.
- 7.2.7 If a theme image is not submitted the member is allowed only three (3) images.
- 7.2.8 Additional Images may be entered upon the instructions of the committee.

7.3 Image Requirements:

7.3.1 Image Format and Size

Images must be resized to maximum **1920 pixels** on the horizontal axis and/or maximum **1080 pixels** on the vertical axis. One of the two sizes must be exactly **1080 or 1920**. Jpeg file format should be used, and image sizes should not exceed 2Mb, sRGB.

7.3.2 Titling of images

It is necessary to give your image a title; however, it is important not to overdo it. It is usually best to try to limit the title to between one and four words. The use of humour is acceptable; however, it is important to assess the image, and make sure that the title, does not offend the subject. Offensive language should be avoided.

7.3.3 Text, Branding and Trademark

No text or wording will be allowed on the images submitted for judging. This includes automatic dating of the image by the camera. Trademark or any logos.

7.3.4 Frames And Borders

Frames and borders are acceptable in all cases and may be included or omitted according to the preference of the author, but no more than 1-2 pixels.

7.3.4 Submission Platform

Images must be submitted via PhotoVault, www.photovaultonline.com. No other form of submission will be allowed unless otherwise communicated by the committee.

7.3.5 Submission Deadline

The submission deadline will be the Sunday before club evening, and the submission closes on 23.59 on the Sunday. Late submissions may not be considered for review or exhibition.

7.3.6 Post- Capture Processing Procedures

For the sake of practicality, the following post-capture processing procedures performed on a digital image with the aid of a computer and a digital image editing software package like Adobe Photoshop, within limits, will not be considered as digital manipulation:

- Adjustment/correction of the colour balance (especially relevant to scanned images)
- Removal of dust and scratch marks on scanned images or spots from dust particles on the CCD/CMOS sensors of digital cameras
- Adjustment of exposure and contrast, including dodging and burning similar to those techniques that are commonly used in traditional printmaking.
- Adjustment of colour saturation
- Sharpening
- Cropping and resizing

It is realized that some of the above (e.g. changing the colour balance) can be used in such a way as to create an unnatural/manipulated look, hence the cautionary reference to "within limits." However, the permissible range of use of the above will be almost impossible to quantify and it is thus left to the discretion of the photographer.

No additional alterations should be made to images intended for entering in the following divisions:

- All nature sections including zoological and botanical/geological sub-divisions.
- Photojournalism section.

As stipulated by the rules applicable to the various other sections, additional digital alterations will be permissible to images entered into other categories like the altered reality or pictorial categories.

7.3.7 Preparation of PDI images.

On the competition night, all PDI images will be projected using a calibrated digital projector onto a white lenticular screen. It is important to remember that a digital projector doesn't have the same colour spectrum as a computer monitor. For this reason, it is vital to have your screen calibrated

using a colour calibration tool. This will ensure that your screen is displaying the colours correctly.

8 AI- GENERATED AND AI ASSISTED IMAGERY

The Club aligns with the official PSSA guidelines on the use of AI-generated or AI-assisted content in photographic work. These guidelines are reviewed and updated regularly by the Photographic Society of South Africa (PSSA), and all members are expected to stay informed about any changes.

See APPENDIX B

8.1 Member Responsibility:

- **Familiarity Required:** Members must review and understand the current Photographic Society of South Africa (PSSA) guidelines on AI. These are accessible on the official Photographic Society of South Africa (PSSA) website and are subject to periodic updates.
- **Compliance:** All entries, whether for club competitions, salons, or exhibitions, must adhere strictly to the latest AI usage regulations set by the Photographic Society of South Africa (PSSA).
- **Disclosure:** If an image includes any form of AI-generated elements or AI-assisted editing, it must be declared at the time of submission.

8.2 Failure to disclose AI usage:

Failure to disclose AI usage or submitting AI content is prohibited and may result in disqualification or further disciplinary action.

Category Restriction: AI-generated or AI-assisted images are only permitted in categories where digital manipulation is explicitly allowed (e.g., Altered Reality), unless otherwise specified by the committee or Photographic Society of South Africa (PSSA).

9 JUDGING OF ENTRIES

Judging of author's entries during monthly meetings and/or other meetings, workshops etc. will be judged by judges approved by the Photographic Society of South Africa (PSSA). The committee may also decide to use competent professional photographers and senior members of the club as judges.

10 DIGITAL SUBMISSIONS AND DATA HANDLING:

10.1 Digital Handling:

Digital media will be handled with reasonable care.

10.2 Image Storage:

Submissions may be stored on secured systems or cloud services used by the committee. The club is not responsible for loss or corruption of digital files submitted.

10.3 Submission Agreement:

By submitting photographic material for Society meetings, members acknowledge and agree to the terms outlined in the Constitution regarding image rights, permissions, and liability.

10.4 Affiliation With PSSA:

The Club is affiliated with the Photographic Society of South Africa (PSSA) and therefore abides by all rules, regulations, and guidelines as prescribed by the Photographic Society of South Africa (PSSA), including but not limited to definitions for photographic categories and the use of AI-generated or enhanced imagery.

11 PHOTOGRAPHIC SOCIETY OF SOUTH AFRICA (PSSA)

As an affiliated club of the Photographic Society of South Africa (PSSA), we have the privilege of being recognised for our achievements.

Recognition

Application for PSSA Honours

1. The Honours Division controls the awards made to members in recognition of a high standard of photographic ability and/or service to Photographic Society of South Africa (PSSA) and to photography in general.
Honours may either be applied for by submitting a panel for judging or by accumulating salon acceptances.
Panel submissions may be made twice annually with the closing dates being 25 January and 1 July. (this may change at discretion of the board)
2. Salon Honours (Diamond ratings) may be applied for at any time during the year.

Honours - Panel Submission

Members submit a panel of images for judging by a panel of judges – application may be made in Digital (PDI), Prints, Audio Visual (AV) or applied.

1. Licentiate ship:

The **LPSSA** is the entry level Honours and is awarded for a high level of basic skill and competence.

All applicants must start with an **LPSSA** unless they already hold a **3 Diamond rating** in the medium in which they are applying.

The panel consists of ten (10) images or 2 AVs.

2. **Associateship:**

The **APSSA** is awarded for a high standard of technical skill, competence and creative ability. This award recognises a high standard of achievement in the art and science of the medium and is awarded in recognition of work of a good aesthetic and technical standard.

This panel consists of 15 images or 3 AVs.

To apply for an **APSSA** a member must either hold an **LPSSA** or a **3 Diamond Rating** in the medium of application or an **APSSA** in any medium.

The exception to this ruling is that an applicant in Audio Visual must hold an **LPSSA** in Audio Visual.

3. **Fellowship:**

The **FPSSA** is awarded for excellence and distinguished ability. The Fellowship recognises a high standard of achievement in the art and science of the medium and is awarded for excellence. The applicant must hold an **APSSA** in the medium of application.

This panel consists of twenty-five (25) images or four (4) AVs.

4. **Master:** The **MPSSA** is the highest award which may be applied for by a member of PSSA. The application consists of an educational, illustrated lecture as well as a panel of between fifteen (15) and twenty-five (25) mounted top quality exhibition prints.

General: Application for higher honours may only be made once the lower level has been achieved in that specific medium.

5. **Diamond Ratings DPSSA, EPSSA**

Diamond Ratings are for achievement by PSSA members in:

- South African National and South African International Salons with Photographic Society of South Africa (PSSA) patronage
- All other International Salons with patronage by one or more of:
 - The Royal Photographic Society of Great Britain
 - The Photographic Society of America
 - The Australian Photographic Society
 - FIAP (Fédération Internationale de l'Art Photographique)

General Rules

Only three credits may be claimed for one (1) digital image, print or audio-visual sequence.

Some images can qualify for both Open and Nature but with a maximum of three (3) acceptances per images.

All credits are carried forward continuously as progress is made through the Diamond Rating.

The onus to apply for advancement in the Diamond Rating will rest with the individual and not by automatic notification from Photographic Society of South Africa (PSSA). Acceptances received prior to joining Photographic Society of South Africa (PSSA) may also be included.

Requirements:

- **1 Diamond Rating** – Total of **15** acceptances with a minimum of 5 images.
- **2 Diamond Rating** – Total of **30** acceptances with a minimum of 10 images.
- **3 Diamond Rating** – Total of **60** acceptances with a minimum of 20 images.
- **DPSSA**
Total of **125** acceptances per category with a minimum of 42 images.
- **DPSSA(Vers)**
is awarded on application on achieving a DPSSA in 3 categories-these can be all 3 in DPI or a combination of DPI and Print DPSSA awards.
- **DPSSA(CIs)**
Total of 250 acceptances per category with a minimum of 84 images.
- **DPSSA(CIsVers)**
is awarded, on application, on achieving a DPSSA(CIs) in 3 categories- these can be all 3 in DPI or a combination of DPI and Print DPSSA awards.
- **EPSSA**
A total of **500** acceptances (with a minimum of 167 images) in only ONE category: Open OR Nature OR Monochrome OR alternatively: 2 x 5 Diamond Ratings, each of which requires 250 acceptances (with a minimum of 84 images in each) from TWO of the categories - Open, Nature, Monochrome.
- **EPSSA(CIs)**
A total of **750** acceptances (with a minimum of 250 images) in only ONE category: Open OR Nature OR Monochrome OR alternatively: 2 x 375 acceptances (with a minimum of 125 images in each) from TWO of the categories: Open, Nature, Monochrome OR alternatively: 3 x 250 acceptances (with a minimum of 84 images) in each of the three categories: Open, Nature, Monochrome.
- **EPSSA(Mille)**
A total of **1000** acceptances (with a minimum of 333 images) in only ONE category: Open OR Nature OR Monochrome OR alternatively: 2 x 500 acceptances (with a minimum of 167 images in each) from TWO of the categories: Open, Nature, Monochrome OR alternatively: 1 x 500 acceptances (with a minimum of 167 images) from ONE of the categories: Open, Nature OR Monochrome, plus 2 x 250 acceptances (with a minimum of 84 images in each) of the other TWO categories Open, Nature OR Monochrome. OR alternatively: 2 x 375 acceptances (with a

minimum of 125 images) from TWO of the categories: Open, Nature OR Monochrome, plus 1 x 250 acceptances (with a minimum of 84 images in each) of the other categories Open, Nature OR Monochrome.

6. Audio Visual honours are also available.

An Audio Visual is a compilation of images (and may include both still images and video clips) with an integrated theme or storyline where sound, transitions and images are interdependent. An effective AV will therefore have unity of its three parts – the conception, the visuals and the sound. All this together makes up the presentation.

For these and more detail regarding Honours, please see the Photographic Society of South Africa (PSSA) website www.pssa.co.za under the HONOURS tab.

7. Photographic Society of South Africa (PSSA) Meritorious Service Award

Many clubs would like to honour certain of their members but do not have the necessary structure within their setup, so they can nominate their members to the Honours and Awards Committee of Photographic Society of South Africa (PSSA). PSSA has established a Meritorious Service Award to meet this requirement.

This award is intended for club members who have served their clubs as well as photography in general, to a greater degree than the average club member over an extended period.

The award is only available to full members of Photographic Society of South Africa (PSSA).

While it is not mandatory to join the Photographic Society of South Africa (PSSA), it would be necessary if you would like to achieve the above honour awards. www.pssa.co.za.

See Appendix B for The PSSA SALON DEFINITIONS & CONDITIONS OF ENTRY

11 CODE OF CONDUCT

The F-Stop Photographic Society of Kempton Park is committed to fostering a welcoming, inclusive, and respectful environment where creativity and mutual respect can thrive. This Code of Conduct outlines the expected standards of behaviour for all members, committee members, guests, and participants in Society activities.

11.1 Respectful Conduct:

All members must treat each other with respect and courtesy, both in person and online. Constructive criticism should be offered in a positive and encouraging manner.

11.2 Inclusivity:

Embrace diversity and foster an inclusive community regardless of race, gender, age, religion, ability, or background.

11.3 Club Representation:

Represent the club positively in all settings: online, in person, or in public forums.

11.4 Attendance and Participation:

Members are encouraged to attend meetings regularly and participate in club activities, such as workshops, shoots, and exhibitions. Active involvement ensures a thriving and engaging club environment.

11.5 Collaboration and Teamwork

The club encourages collaboration between members. Sharing techniques, tips, and feedback helps create a more supportive and educational environment for everyone.

11.6 Respecting Themes and Categories

When entering club nights, members should adhere to the themes and categories as outlined. Images should reflect the intended focus and requirements.

11.7 Communication Platforms

Use Society social platforms (emails, WhatsApp, meetings, social media etc.) constructively and respectfully.

11.8 Intellectual Property

Respect the intellectual property and privacy rights of others.

11.9 Grievance

Report any misconduct or concerns through the proper channels outlined in Section 11 (Grievance Procedure).

11.10 Unacceptable Conduct

The following behaviour will not be tolerated:

- Harassment, discrimination, or bullying of any kind.
- Disruptive or aggressive behaviour during meetings, workshops, or online discussions.
- Sharing of offensive or inappropriate content.
- Sabotaging or intentionally misrepresenting another member's work or reputation.
- Unauthorized use of Society platforms for personal promotion, spam, or unrelated commercial purposes.

11.11 Compliance

Violations of this Code may result in disciplinary action as outlined in Section 12, including warnings, suspension, or termination of membership. Members have the right to appeal against disciplinary actions under the Club's procedures.

All concerns or breaches of this Code should be reported to the Secretary or a Committee member.

12 GRIEVANCE PROCEDURE

12.1 Complaint Submission

Members who have concerns or complaints regarding judging, Society conduct, or committee decisions must submit them in writing to the committee.

12.2 Investigation

The committee will investigate and respond to the concern within thirty (30) days.

12.3 No Resolution Obtained

If the matter is not resolved to the satisfaction of the committee, it may be brought before the members to the next Annual General Meeting (AGM) or a specially convened Special General Meeting (SGM). Alternatively, a non-bias third party can review the complaint and produce a binding verdict on the matter. The third party will be provided by the club.

13 DISCIPLINARY PROCEDURE

Any member whose conduct is alleged to be in breach of this Constitution, or the Code of Conduct may be subject to disciplinary procedures.

13.1 Report Of Misconduct

Allegations must be submitted in writing to the Secretary and Chairman along with required proof to substantiate the allegation. Within the case that the allegation is against the Chairman and secretary then the allegation should be submitted to Vice-Chairman and Treasurer or Public Relations/Editor.

13.2 Investigation

The Committee will investigate, offering the accused an opportunity to respond. The complainant must make available all evidence to the committee and support the committee during the investigation.

13.3 Decision And Action

The Committee may take actions including a formal warning, temporary suspension, or permanent revocation of membership, depending on the severity of the issue and if found guilty.

13.4 Appeal

Members have a right to appeal a disciplinary decision within 14 days of being notified.

13.5 Appeal Process

Once an appeal has been submitted the committee will review the appeal along with any new evidence which was not available during the original review and make a conclusion based on the information provided.

14 DISPUTE RESOLUTION BETWEEN CLUB MEMBERS

14.1 Dispute Arises Between Club Members

In the case of internal disputes (between members or with the committee), all parties should first seek to resolve the issue informally and respectfully.

14.2 No Resolution Obtained

If unresolved, the matter must be submitted in writing to the Secretary and Chairman along with required proof surrounding the matter.

14.3 Mediator

The Committee may appoint an impartial subcommittee or mediator to review and propose a fair resolution.

14.4 Dispute Remains Unresolved

Where disputes remain unresolved, and if required by law or fairness, the matter may be escalated to an external mediation or advisory service.

14.5 Protection Against Retaliation

No member shall be retaliated against for raising a concern, reporting a violation, or participating in an investigation or appeal process in good faith.

15 DISPUTE RESOLUTION WITHIN THE COMMITTEE

If a dispute arises between two (2) or more committee members, the matter must first be raised formally at a committee meeting, where all parties are given the opportunity to express their views.

15.1 Mediator

The Chairperson shall act as mediator. If the Chairperson is one (1) of the parties to the dispute, the Vice-Chairperson shall take over the role of mediator. If both are involved, the committee shall appoint a neutral committee member or a mutually agreed club elder/former committee member as mediator.

15.2 Mediation Conduct

- Fair and respectful.
- Conducted in a private session (not in front of general members).
- Recorded in the minutes (excluding sensitive personal information).

15.3 While The Matter Is Under Resolution

While the matter is under resolution:

- Members involved must refrain from inflammatory communication, public arguments, or actions that may damage the club's reputation.
- All communication related to the dispute must be kept confidential.
- If a committee member's conduct is found to be grossly inappropriate or detrimental to the committee's function or the club's reputation, they may be asked to resign or removed from their position by a two-thirds ($\frac{2}{3}$) committee vote, followed by ratification at the next General Meeting if needed.

15.4 No Resolution Obtained

If the dispute cannot be resolved internally, the committee may:

- 15.4.1 Refer the matter to an independent advisory panel (e.g., respected community members not involved in the conflict).
- 15.4.2 Defer the issue to a Special General Meeting (SGM) if it materially affects the running of the club or the ability of the committee to function.

15.5 Protection Against Retaliation

No member shall be retaliated against for raising a concern, reporting a violation, or participating in an investigation or appeal process in good faith.

16 VALIDATION OF THE RULES AND PROCEDURES

This policy is reviewed and updated periodically by the committee to ensure alignment with the club's needs and Photographic Society of South Africa (PSSA) guidelines. Members are encouraged to refer to the latest version available through official club communications.

Last updated: 04 August 2025

