



SOG, IE 1 regulations regarding personnel, issued on the 8th February 2024, prescribe the following.

Chapter 1 - Personal Conduct and Efficiency

Attitudes towards Subordinates

1. Officers are to adopt towards subordinates such methods of command and treatment as will ensure respect for authority and foster the feelings of self respect and personal honor essential to military efficiency. They are not to use intemperate language or adopt an offensive manner. Officers are not to be reproved in the presence or hearing of subordinates.

Attendance and Leave

2. Any absence during the regularly scheduled tour of duty which has not been authorized (Absence Without Leave), or any absence from management directed additional hours of duty (Unauthorized Absence) is prohibited.

3. Leaving the place of duty without permission is prohibited.

4. Failure to follow the LOA procedure(s) is prohibited. The procedure is as follows:

- a. LOA requests for periods covering multiple events must be posted in the appropriate channel.
- b. LOA requests for a single event are to be cleared directly with the immediate commanding Officer instead.
- c. Multiple consecutive LOAs or LOAs that have a significant impact on unit operations may be reviewed by SFL to consider if any operational adjustments might be required.

5. Unexcused tardiness is prohibited.

6. Troop Chiefs are responsible for completing the attendance records of their subordinates.

Conduct Unbecoming of a Soldier

7. Immoral, indecent, or disgraceful conduct; conduct that is improper or unprofessional; or conduct that falls afoul of SOG's SHARP (**Annex A**) and Communications (**Annex B**) policies is strictly prohibited.

8. Any officer or soldier who behaves in a manner deemed unacceptable is to be warned or, in aggravated cases or where individuals persist in such conduct following a warning, discharged or demoted in accordance with **Chapter 4**.

9. Any officer or soldier may submit a complaint in regards to conduct to the following persons:

- a. **Kn Adams**, Operations Officer
- b. **Fk Douglas**, Deputy Operations Officer

10. Evidence of such behavior may be requested depending on the nature of the complaint. All complaints are to be treated with confidentiality.

Orders

11. Orders and instructions for observance by officers and soldiers are to be posted at recognized places. Ignorance of orders will not be accepted as an excuse for non-observance.



Chapter 2 - Training

General Responsibilities

12. The aim of all training is to ensure that each officer and soldier is given the necessary knowledge and skill to carry out his tasks successfully, and that each formation is operationally effective at all times.

13. All Candidates are to receive Basic Training before Selection, composed of the following phases:

- a. Phase 1 Basic Knowledge.** Basic training in matters of land navigation, communication protocols and basic medical aid.
- b. Phase 2 Combat Training.** Training in basic combat and weapon skills.

14. After Selection, all Recruits must receive Operator Training, composed of the following phases:

- a. Phase 1 Advanced Reconnaissance.** Advanced land navigation, reconnaissance techniques and patrolling techniques.
- b. Phase 2 Water Operations.** Training in boating and combat diving.
- c. Phase 3 Jump School.** Training in the operation of a parachute and procedures onboard an aircraft.
- d. Phase 4 Advanced Tactics.** Training in small unit tactics, exfiltration and infiltration, close quarter combat, and urban environments.

15. All Operators will usually be required to pick one Specialization Training course after Graduation.

Chapter 3 - Command, Ranks and Awards

Higher Command

16. Under the existing organization, the higher command of SOG, IE1 is as follows:

- a. Special Forces Leadership staff.**
- b. Troop Chiefs.**

Lower Command

17. All persons appointed to command a formation are, irrespective of seniority, to exercise command over all personnel serving therein. Persons appointed as second in command are to exercise command over all personnel therein except the designated commander.

18. In the absence of both the designated leader and the second in command the most senior person present within the formation is to assume command during the absence.

Ranks

19. The ranks of the Service are:

Code	Rank	Abbr.	Description
OR-1/2	Mening	Men	Candidate/Operator in Basic
OR-3	Vicekorpral	Vkrp	New Operator
OR-4	Korpral	Krp	Operator/Junior Leader, deemed fit by TC
OR-5	Furir	Fu	Senior Operator/Leader, deemed fit by TC



OR-5	Överfurir	Öfu	Senior Operator/Leader, deemed fit by TC
OR-6	Sergeant	Serg	Specialist Officer/Senior Leader, deemed fit by TC, relative to OF-1
OR-6	Översergeant	Öserg	Specialist Officer/Senior Leader, deemed fit by TC, relative to OF-1
OR-7	Fanjunkare	Fj	Specialist Officer/Senior Leader, deemed fit by SFL, relative to OF-2
OR-8	Förvaltare	Förv	Specialist Officer/Senior Leader, deemed fit by SFL, relative to OF-3
OR-9	Regementsförvaltare	Regförv	Specialist Officer/Senior Leader, deemed fit by SFL, relative to OF-4
OF-1	Fänrik	Fk	New Officer
OF-1	Löjtnant	Lt	Officer, deemed fit by SFL
OF-2	Kapten	Kn	Senior Officer, deemed fit by SFL
OF-3	Major	Mj	Senior Officer, deemed fit by SFL
OF-4	Överstelöjtnant	Övlt	Senior Officer
OF-5	Överste	Öv	Senior Officer
OF-6	Brigadgeneral	BGen	Flag Officer

Chapter 4 - Disciplinary Measures

20. All disciplinary measures, ranging from warnings to discharge, are at the discretion of Higher Command.

21. Disciplinary meetings may be requested with any individual involved if deemed necessary before a decision is made in regards to further action.



ANNEX A - SHARP POLICY

Command Policy: Sexual Harassment/Assault Response and Prevention (SHARP) Policy

1. **Applicability.** This policy applies to all members of SOG, IE1.
2. SOG, IE1 has a zero tolerance policy for sexual harassment.
3. Sexual harassment is defined as conduct that involves:
 - a. Unwelcome and deliberate sexual advances or requests; or
 - b. Repeated offensive comments of a general nature; where
 - c. Submission to or rejection of such conduct is used as a basis for decisions affecting that person; or
 - d. Such conduct has the purpose or effect of interfering with an individual's performance and enjoyment; or
 - e. Creates an intimidating, hostile or offensive environment.
4. Any SOG, IE1 member may report instances of such conduct to the following persons:
 - a. **Kn Adams**, Operations Officer
 - b. **Fk Douglas**, Deputy Operations Officer
5. Any reports will be treated with confidentiality, and any reporting members will be treated with privacy and respect. All reports will be treated and investigated seriously.
6. Any retaliation or reprisal against any individual who makes a SHARP-related communication will not be tolerated.



ANNEX B - COMMUNICATIONS POLICY

Command Policy: Communications Policy

1. **Applicability.** This policy applies to all members of SOG, IE1.
2. All of the following is prohibited both within SOG, IE1 communications channels and within private channels between members where these behaviors are unwelcome. Any instances will result in disciplinary action according to **Regulations and Policies, Chapter 4**.
3. **Spamming.** Including all of the following:
 - a. Repetitive and annoying text messages.
 - b. Pasting text messages in quick succession.
 - c. Repetitive, annoying and/or inappropriately loud noise in voice communications.
 - d. Playing music through external voice channels in-game.
4. **Bullying.** Bullying is unwanted and intentional aggressive behavior that involves a real or perceived power imbalance. It is unacceptable on any communications channel.
5. **Sabotage.** Any attempts to disrupt, cripple, hack, steal, counter-recruit (poach) members or influence mutiny within the unit, as well as any other activities intended to purposefully hinder/disable SOG, IE1 operations are considered sabotage.
6. **Sharing of Inappropriate Material.** This includes any material containing explicit accounts or depictions of sex, cruelty or violence, or any material likely to be offensive to any individual.
7. **Unauthorized Modding.** Using any mods that do not form part of the official unit modpack. This is likely to result in bugs and crashes for other players, or give the individual using the unauthorized mods an unfair advantage.
8. **Name Changes.** Members may not change their names without seeking approval from SFL. Impersonating Officers or using inappropriate names is strictly forbidden.
9. **Leaking of Classified Information.** This refers to the unauthorized sharing of any information issued by SFL or any command element that is classified in any way, the sharing of any internal information that can be used against the unit, and the sharing of information relating to cases of policy violations.
10. **Unauthorized Recording and Streaming.** Any members seeking to record or stream SOG, IE1 events are to seek prior authorization from SFL.
11. **Other disrespectful or inappropriate behavior.** This includes but is not limited to: being intentionally dishonest, being intentionally annoying, being aggressive towards other members, spreading misinformation, refusing to cease any behavior after being asked to, refusing to follow unit orders.
12. Any SOG, IE1 member may report instances of such conduct to the following persons:
 - a. **Kn Adams**, Operations Officer
 - b. **Fk Douglas**, Deputy Operations Officer