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## Code of Conduct

### Community

We want a friendly, respectful, and cooperative community that can welcome new challenges. Our intent is to improve on the community and continue to foster collaboration between individuals with different needs, interests, and skills.

We gain strength from our experiences together, and actively seek participation from those who enhance it. This code of conduct exists so all members know what is expected of them, and the standards they are held to. Violations of this code will be challenged, all members and admins are required to abide by them for the benefit of the group.

The Code of Conduct outlines how all members should behave in Arma, Teamspeak, Steam, Discord, and wherever else we represent the community. We expect it to be honored by everyone who represents Arcomm.

## **We strive to:**

- **Be Respectful**

- Consider the effect of what you say and do. We have a diverse group of members; what one may take as a joke another may take as offensive. Arcomm is a place for jokes and fun, we just ask for respect for all members and their different backgrounds. Disagreement is no excuse for poor manners. There is no room for bigotry in ARCOMM.

- **Take responsibility for our words and actions**

- We can all make mistakes; when we do, we take responsibility for them. If someone has been harmed or offended, we listen carefully and respectfully, and work to right the wrong.

- **Be collaborative**

- What we produce is a complex whole made of many parts. Collaboration between individuals is essential; it reduces redundancy and improves the quality of our work. We prefer to work transparently and involve interested individuals as early as possible.

- **Handle disagreements civilly**

- Social and technical disagreements are normal, but we do not allow them to persist and fester. We expect members in Arcomm to resolve disagreements constructively. When they cannot, admins will help arbitrate to provide clarity and resolution.

- **Step down considerably**

- When somebody leaves or disengages from the community, we ask that they do so in a way that minimises disruption to the community. If you wish to come back to our community your departure from the community should be on good terms.

- **Exchange Perspectives**

- The Arcomm admins are available for direct contact to discuss any new idea, concern, project, or mission that a member may have. Arcomm values the different perspective and experience that a member may have, we just ask that anything involving the group is brought to the attention of the admins for approval.

## **In Game**

- Respect the roles and responsibilities of admins and mission makers during slotting. This is not the time to communicate frustrations with the previous mission or gloat about your success. Remain silent, only ask relevant questions, and keep any irrelevant commentary to yourself. No trolling or griefing in game will be tolerated. Trolling will constitute as anything that ruins or diminishes the experience of a mission for others.
- Briefings can be stressful, do your part to prepare and move out swiftly, generally 15 minutes is plenty of time to fully brief even a platoon sized element.
- Do not use Global chat, if you have an issue bring it up with your team leader.
- Join in Progress(JIP) is not allowed after the briefing stage, unless permission is given by an admin or the Zeus.
- Once in game, our focus is the mission. Save your out of game conversation, Zeus comments, etc. for later.

**Leadership, authority and responsibility**

We all lead by example, in debate and in action. We encourage members to feel empowered to lead, to take action, and to experiment when they feel innovation could improve the community. Leadership can be exercised by anyone simply by taking action.

**Open meritocracy**

We delegate community decision making, governance and leadership to the most able, engaged, and willing members.

**Teamwork**

A leader's foremost goal is the success of the team. "A virtuoso is judged by their actions; a leader is judged by the actions of their team." A leader knows when to act and when to step back. They know when to delegate work, and when to take it upon themselves.

**Credit**

A good leader does not seek the limelight, but celebrates team members for the work they do. Leaders may be more visible than members of the team, good ones use that visibility to highlight the great work of others.

*This Code of Conduct is not exhaustive or complete. It is not a rulebook; it serves to distil our common understanding of a collaborative, shared environment and goals. We expect it to be followed in spirit as much as in the letter.*

Please complete and submit the following form, Completion of the form will be required before you are permitted to attend an operation:

[Code of Conduct Agreement](#)