Code of Conduct
VERSION 1

Community

We want a friendly, professional and cooperative community that can welcome new challenges, improve every process every year, and 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 to ensure that all members collaborate to our mutual advantage and enjoyment. We will challenge prejudice that could jeopardize the participation of any member in our community.

The Code of Conduct governs how we behave in Arma, Teamspeak, Steam, Discord, and wherever 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 offence. Arcomm is a place for jokes and fun, we just ask for respect and understanding between members with different backgrounds. Disagreement is no excuse for poor manners. We work together to resolve conflict, assume good intentions and do our best to act in an empathic fashion. We don't allow frustration to turn into a personal attack. A community where people feel uncomfortable or threatened is not a productive one.
- **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, it is the sum of many dreams. 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.
- **Ask for help when unsure**
  - Nobody is expected to be perfect in this community. Asking questions early avoids many problems later, so questions are encouraged, though they should be directed to the appropriate forum or personnel. Those who are asked should be responsive and helpful.
- **Step down considerately**
  - 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 on good terms, you are always welcome
- **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

- Briefings can be stressful, do your part to prepare and move out swiftly, generally 15 minutes is plenty of time.
- Work as a team, understand your individual role within your team and communicate with your buddy.
- 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.
- 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 new members *(not recruits)* 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, there is no need to wait for recognition when the opportunity to lead presents itself.

Delegation

Responsibility for the community starts with the "benevolent dictator", who delegates specific responsibilities and the corresponding authority to the Community Council. The Council are administrative representatives and will arbitrate in any dispute.

Open meritocracy

We delegate community decision making, governance and leadership to the most able, engaged, and willing members. Our community is open, we invite any member to participate in any capacity.

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.

Courage and considerateness

Leadership occasionally requires bold decisions that will not be widely understood, consensual or popular. We value the courage to take such decisions, because they enable the community as a whole to move forward faster. Nevertheless, boldness demands considerateness; take bold decisions, but do so mindful of the challenges they present for others, and work to soften the impact of those decisions on them. Communicating your ideas and their reasoning clearly and early on is as important as the implementation of the idea itself.

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:
https://goo.gl/forms/j3KGm83pSmkD0qFh2