

Report on the Investigation as per the motion proposed on 2021-07-16

Kerygma Digital Co.

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1. Introductory

This report follows from a motion, and subsequent investigation, filed by our Community Director on the 16th of July 2021. It was filed after a series of complaints arising from various users within the community over the span of the past four months, The first known record dating back to the 8th of March 2021.

The aim of this investigation is to definitively prove or disprove the claims of racism and harassment within the ranks of Kerygma Digital Co.'s volunteers, and the potential courses of action following the investigation. To do this, however, a set of terms and criteria need to be laid out on which our investigation shall be based.

1.1. Definitions

1.1.1. Harassment

Harassment is defined by the Oxford English Dictionary as *"Aggressive pressure or intimidation."* [1]

1.1.2. Racism

The Oxford English Dictionary defines the term racism in two ways.

Firstly, it is defined as *"Prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalized."*

The second and last definition listed reads *"The belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another."* [2]

Both definitions will be used during the course of the investigation.

1.2. Methods

Based on these definitions, the goal of this investigation is threefold:

- To determine the racism and/or harassment are present.
- To determine whether this is an issue of the past or it is still present.
- To determine a course of action following the results of this investigation.

To achieve these goals, a committee is to be formed, consisting of the directory (C. Wiesel, P. Voss, E. Pardee), to review the data, assess it on validity and credibility, and discuss its nature.

2. The Investigation

2.1. Discovery

As the first phase of this investigation, various people were contacted to provide testimony and/or evidence of the behaviour befitting of racism and harassment. Another means of gathering data was through observation.

2.2. Analysis

As the second phase of this investigation, the data was analysed by the commission. The validity of the data was assessed, and attempt was made to view it in its context. From there, the data was re-reviewed to establish the presence of the problems as defined earlier in this document.

3. Results and Discussion

3.1. Harassment

Analysing the subject's inappropriate (romantic) approaches made seems like an arbitrary task. The overall data appears to be equally explained by malice as well as inexperience. An inexperience that is to be expected at their age. The attribution to malice seems to be a hasty one, for there is a distinct lack of evidence for it in the data uncovered in the discovery phase. [3]

3.2. Racism

In regard to racist behaviour, nothing deemed conclusive was found. It was, however, found that there is a strong tendency. Whether there is a significant amount present at current is unknown, but it is enough to warrant either a warning or even removal off of the Support team.

3.3. Other Discoveries

Unearthed from the data seems to be another problem. During the subject's time as a volunteer at Kerygma Digital Co., various instances of LGBT-phobic behaviour and expressions were found. The sheer dehumanising natures of these remarks led to the conclusion that the subject is unfit for a continued professional relationship with Kerygma Digital Co.

4. Conclusion and Recommendations

The data seems to provide sufficient reason to remove the subject as a Support Specialist effective immediately. The data, however, does not warrant the need to contact Discord Trust & Safety.

The commission believes the subject does not possess the maturity or professionalism to function effectively in the environment of our support team.

5. Literature

- [1] Dictionary.com; Oxford University Press, "Harassment," Lexico.com, 17 July 2021. [Online]. Available: <https://www.lexico.com/definition/harassment>. [Accessed 17 July 2021].
- [2] Dictionary.com; Oxford University Press, "Racism," Lexico.com, 17 July 2021. [Online]. Available: <https://www.lexico.com/definition/racism>. [Accessed 17 July 2021].
- [3] E. Pardee, *From the office of the Executive Director: Regarding Aidan Pfielsticker*, Casper, Wyoming, 2021.

6. Appendices

6.1. Change log

Date	Name	Changes made
2021-07-17	Pvoss	<ul style="list-style-type: none">- Laid the groundwork for the report, adding chapters 1-6, a cover page, a Table of Contents, and the proper section breaks.- Wrote an introduction.
2021-07-29	Pvoss	<ul style="list-style-type: none">- Added Appendices.- Rephrased a part of the introduction.- Added directory to the cover page.- Rearranged names on cover page to be alphabetically sorted by last name.
2021-08-10	Pvoss	<ul style="list-style-type: none">- Some minor tweaks to the introduction
2021-08-11	Pvoss	<ul style="list-style-type: none">- Added some things regarding the discussion of the data- Worked on an outline for the The Investigation chapter.
2021-08-12	Pvoss	<ul style="list-style-type: none">- Updated the report with the results of the discussions following the review of the data.- Condensed formatting to reduce waste of space.