

Consequential Guide

The consequential guide is an in-depth guide to all punishable offenses at Washiez. Read each section to learn how using certain commands or committing certain actions will result in a potential punishment. Punishments are handled by our Human Resources Department.

Note:

Management Team strikes have an expiry date of a month.

Punishments on main accounts will carry over to alts (ONLY if there is substantial evidence indicating that a staff member is using an alt account to evade promotion barriers resulting from their punishments).

- When transferring punishments over:
 - If the HRD Corporate who logged the initial punishment is still in HRD, have them include the alt's ID and username into the initial log.
 - If the HRD Corporate is no longer in HRD, reply to the initial log with the alt's username and ID.

Demotions: For demotions, you will set the appeal eligibility date to a month after the punishment is issued. For Management demotions, they cannot be appealed. E.g. GMs cannot appeal their demotion if they were demoted from JD.

Terminations: Terminations cannot be appealed for improvement, however they can be appealed if there is an error.

Keep in mind that this guide is often subjected to updates and does not cover all possible misconducts. Occasionally, some actions may require further discussion with the department and the appropriate consequence may vary depending on its severity.

Housekeeping

- Evidence that leaks the reporter preferably has to be kept confidential. This is so we can continue to encourage people from reporting situations and to not stimulate further drama.
- Evidence for DMs have to be screen recorded and on mobile preferably which shows mutuals. Cropped screenshots will not be considered as valid evidence.
- Most things that occur outside of Washiez or unrelated to Washiez will not be moderated. These could include any personal drama (as long as they do not bring the drama into Washiez), trashing, use of slurs and inappropriate behaviours.

For Management Team+, things such as pedophilia, transphobia and racism will still be moderated even if it occurs in DMs. Supervision Team will only be termed if they do any of the listed actions above in-game or in Washiez channels.

- Delivery of consequences can be done in-game and on Discord. If the user is not on Discord, consequences can be delivered in-game instead. Make sure to inform the staff of their consequence, the reason and log it per usual.

- **For reminder offenses:**

- Attach proof of you reminding that person either in-person or via DMs, not only through PMs. If you cannot contact a Supervision Team

regarding a reminder, the report can be disregarded rather than an immediate strike. **Note:** Reminders do not have an expiry date.

- All corporates are permitted to issue reminders **in-game** only. Refer to this announcement:

- **For strikable offenses:**

- Receiving three strikes will result in a demotion. Make a vote in #department-votes if you are unsure for Management. However, the consequence should still follow this guideline.

- **For demotion & termination offenses:**

- If it is a Director, make a vote in #department-votes.

Supervision Team

- **Lack of grammar with a rule in the TC:**

- Remind if sentences are incoherent and cannot be understood.
(Example below)

"welcome to washiez! i hope you enjoy *the* session"

- The needed for sentence flow

"training soon"

- Not a sentence

- **Trolling, being disruptive e.g. blocking the exit.**

- Reminder

- **Training without a guide or failing to use the correct guide.**

- Reminder

- **Not answering PTS as an assistant**

- Reminder

- **Not wearing uniforms**

- Ask them once to put on uniforms. If they refuse, dismiss them (kick). If they rejoin within 5 minutes and are able to put on the uniform, let them keep the role. If they still refuse and are asking for their roles back, remind them two more times and then strike/ban.
- **Standing idle in the middle of the carwash, ignoring help requests, rank responsibilities**
 - Reminder
- **Failing to use at least 5 or more letters of the username:**
 - Reminder (logged) x3 > strike
 - They can only be reminded of this if they are consistently failing to use at least 5 letters in 'one game instance'. Essentially if they are demonstrating that they are careless with commands or/and unaware of the 5 letter rule.
- **Begging and advertising within the Discord server such as asking for Nitro, Robux donations, etc.**
 - Reminder
- **Publicly announcing/talking about resignations.**
 - Reminder
- **Hosting alliance visits**
 - Reminder
- **Not including reason when using commands that involve removing players from the game i.e. kick, ban, pban:**
 - Reminder (logged) x2 > strike
- **Forgetting to issue a verbal warning:**
 - Reminder (logged) x2 > Strike
- **Not including a reason when warning**
 - Reminder (logged) x2 > Strike
- **An offense that they have already been reminded once for.**
 - Strike
- **Jailing/warning others and themselves for invalid reasons at both the car wash and TC**
 - Strike
- **Harrassment**

- Strike
- **Hosting fake/practice trainings not on our schedule**
 - Strike
- **Minute farming**
 - Strike if they go AFK for under 20 minutes.. Substantial proof must be provided. E.g. proof of chat logs, screen recording of them being idle, reading logs etc.
 - Demote if they go AFK for long periods of time, using a cheating mechanic to bypass the idle kick. Before going forward with the demotion, confront the staff member in question to see if they have a reason then determine the appropriate consequence from there through a department vote.
- **Minor leaking e.g. leaking cropped screenshots of supervision chat/announcements, etc.**
 - Strike
- **Activity farming session logs i.e. purposefully leaving sessions early without valid reason or notifying host beforehand/afterwards to be removed from the session log.**
 - Strike > After issuing the strike remove them from session logs on Hyra
- **Falsifying evidence**
 - Strike
- **Refusing to leave TC after being asked and kicked prior.**
 - Strike
- **For any level 2 offenses on the compliance Trello.**
 - Strike
- **Defamation i.e. speaking negatively about Washiez in public in-game and/or in Discord servers.**
 - Strike
 - Note: This is not to be confused with malicious harassment presented on the Compliance Trello. Examples of what is considered defamation here are for instance, saying “Washiez promotions are biased..” “Corporate Team is inactive” etc.
- **Cuff abuse**

- Cuff abuse with the intention of being disruptive would be a strike. Examples of this would be a video of the staff running around with someone cuffed or screenshots of staff putting others through walls.
- ST/MGMT cuffing dismissed users and roamers are to be reminded to PM a Corporate+ instead.
- If they are waiting around outside the TC with cuffs out:
 - No need to officially remind, just ask them to stop if you are in-game with them. If they ignore instructions, then remind and have it be logged for failing to follow instructions.
- **Participating in raids**
 - Strike
- **Homophobia, transphobia, racism**
 - Termination
- **Doxxing, sharing personal information. (Discord or in-game, doesn't matter if it's outside of Washiez)**
 - Termination
- **Level 4 offenses on Compliance Trello, NSFW behaviour in-game or in Discord**
 - Termination
- **Major leaking** e.g. A Director screen recording management chats and sending management guidelines to non-management+ members.
 - Termination
- **Major AA**
 - Termination
- **Have already received two demotions**
 - Termination

Management Team

- **Lack of grammar with a rule in the TC:**
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(Example below)

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- **Not including a reason when warning**
 - Reminder (logged) x2 > Strike
- **Backlogging or miss-logging in #session-logs**
 - 3 reminders > strike
- **Failing to moderate trainees correctly at the TC**
 - 3 reminders > strike
 - HRD corporates should be providing guidance to the Director if they are struggling to understand proper command usage.
- **Failing to moderate situations at the car wash correctly according to the compliance trello**
 - 3 reminders > strike
 - HRD corporates should be providing guidance to the Director if they are struggling to understand proper command usage.
- **AFK for a long period of time during sessions (then remove them from attendance)**
 - 3 reminders > strike
- **Unlocking previously locked servers without permission**
 - 3 reminders > strike
- **An offense that they have already been reminded once for.**
 - Strike
- **Jailing/warning others and themselves for invalid reasons at both the car wash and TC**
 - Strike
- **Harrassment**

- Strike
- **Hosting fake/practice trainings not on our schedule**
 - Strike
- **Minute farming**
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- **Misusing pm, m, and h to troll**
 - Strike
- **Engaging with hate accounts e.g. hate tiktok accounts, youtube, etc.**
 - Strike
- **Trashtalking someone within Washiez > Make a department vote to discuss**
 - Strike e.g. if they are talking poorly of another director
 - Remind e.g. if they are saying promotions are underserved
- **Participating in raids**
 - Removal from Management Team regardless of rank
- **Cheating management requests or requirements**
 - Demotion or removal from management team based on severity
- **Homophobia, transphobia, racism**
 - Termination
- **Doxxing, sharing personal information. (Discord or in-game, doesn't matter if it's outside of Washiez)**
 - Termination
- **Level 4 offenses on Compliance Trello, NSFW behaviour in-game or in Discord**
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- **Major leaking** e.g. A Director screen recording management chats and sending management guidelines to non-management+ members.
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For more information, refer to previous announcements and pins. Ask for opinions in
#feedback if you are unsure.

Signed,

Washiez Chief Human Resources Officers

Last updated:
11/27/25

