Code of Conduct

To uphold a professional and respectful environment, all Staff Members and Pilots of United Virtual Airlines (UVA) are expected to adhere to the following Code of Conduct across all communication channels and representations of UVA:

Prohibited Actions:

1. **Verbal Abuse and Bullying:**
   - No engaging in verbal abuse or bullying of any UVA member or member of partner organizations while representing United Virtual.
2. **Harmful Activities:**
   - Prohibited from participating in any activity that is harmful to the virtual airline.
3. **Inappropriate Messages:**
   - Sending explicit, controversial, or degrading messages related to race, color, religion, gender, sexual orientation, gender identity, national origin, veteran or disability status, or any other protected classifications is strictly prohibited.
4. **Offensive Language:**
   - Usage of vulgar profanity or offensive language is prohibited on UVA's and partner's public-facing Discord channels.
5. **Advertising Products/Services:**
   - Sending any form of advertisements for the sale of products or services on UVA’s communication outlets, including Discord, is not allowed.
6. **Discussion of Piracy:**
   - Discussing or promoting the pirating or distribution of entertainment without proper legal purchases is strictly prohibited.
7. **Use of @everyone/@here Commands:**
   - Using @everyone/@here commands in UVA's Discord server is not allowed.
8. **Exploitative Activities:**
   - Performing or promoting the intentional use of glitches, hacks, bugs, or other exploits that may cause incidents within the community and among pilots is strictly forbidden.
9. **Spamming and Flooding:**
   - Spamming or flooding any communication outlet within or used by UVA is not permitted.
10. **Multiple Registrations:**
    - Registering on the website or Discord with more than one email account/Pilot ID is strictly prohibited.
11. **Promotion of Other Airlines:**
    - Advertising or promoting any other virtual airline on UVA’s communication outlets is not allowed.
12. **Use of Aliases or Fake Names:**

- Use of aliases or fake names on UVA's website or communication outlets, including Discord, is not permitted.

13. **Nuisance Behavior:**
    - Causing a nuisance at United Virtual is not tolerated. Repeated complaints may lead to administrative action, including termination, after a formal investigation.

Warning Levels:

- **Level 1 Warning:**
  - Issued with a clear definition of the grievance/violation and corrective actions to be taken. Probation or suspension may follow if corrective action is not implemented.
- **Level 2 Warning:**
  - Formal written notice with defined grievance/violation and corrective actions. May include probation, suspension, or termination, based on the severity.
- **Level 3 Warning:**
  - Formal written notice with defined grievance/violation and corrective actions. May result in suspension or termination, depending on severity.
- **Level 4 Warning:**
  - Formal termination from UVA with a ban set for future membership.

Warning Level Progression:

- If a member is on a Warning Level of discipline, the next applicable Warning Level will be issued for any violations within the rolling 12-month period from the date of issuance.
- Appeals for Warning Levels or terminations may be addressed to the Chief Operations Officer (COO) at coo@flyuva.org and/or the Chief Executive Officer (CEO) at ceo@flyuva.org.

For detailed information, refer to Code of Conduct Document.

Voice Channel Code of Conduct:

- Our voice channels (VC) are enjoyable spaces to connect and share our passion for flying, but it’s essential that we uphold mutual respect in these interactions.
- When participating in general VC channels, be mindful of the atmosphere and ongoing dynamics. If a VC is hosting a large group, minimize background noise to maintain respect for others.
- During group flights, we often implement a push-to-talk protocol. This is because many pilots, including ourselves, manage multiple audio sources simultaneously, especially when flying on VATSIM.
- As part of pre-, in-, and post-flight routines, going through checklists is vital. However, given that we may be at different stages of our flights or using different aircraft, we ask that you conduct these checklists privately within your own cockpit.
- We also remind you that the use of vulgar profanity & pervasive language is prohibited, and all language should be kept at a PG-13 level.

Warning Level Progression

- **First offence:** Verbal warning
- **Second offense:** 10 minute time out in Discord
- **Third offence:** 24 hour time out in Discord and an official written pilot misconduct.



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