

91st SFG - Constitution

GENERAL PROCEDURES	2
CREATING NEW RULES	2
DISCIPLINARY ACTIONS	3
FLOATERS	4
DETERMINING ACTIVE UNIT MEMBERS	4
RECERTIFICATION	5
LEAVING MEMBERS	6
PRESTIGE MEMBERS	8
MEMBERS ON LEAVE OF ABSENCE STATUS (LOA)	8
MEMBERS ON EXTENDED LEAVE OF ABSENCE (ELOA)	9
MEMBERS ON MISSING IN ACTION STATUS (MIA)	9
MEMBERS OF MILITARY (MIL)	10
RECRUITMENT	10
PUBLIC RELATIONS & STREAMING	11
OPERATIONAL BRIEFING AND DEBRIEFING	12
ELECTIONS	13
VISIBILITY & TRANSPARENCY	18
GENERAL ROLES	18
PUBLIC	19
RECRUITS & PRIVATES	20
UNIT MEMBERS	21
STAFF MEMBERS	22
STAFF ROLES	23
SQL'S & XO'S	23
TRAINERS	24
INTAKE OFFICERS	25
ZEUS OPERATORS	25
HEAD TRAINER	26
HEAD ZEUS (USSOCOM)	27
HEAD INTAKE OFFICER	28
SERVER ADMINISTRATORS	28
FIRST SERGEANT / INTERNAL AFFAIRS	29
ROUND TABLE MEMBERS	30

OTHER MOTIONS

ADDING NEW MOTIONS

FRIENDLY FIRE TOLERANCE

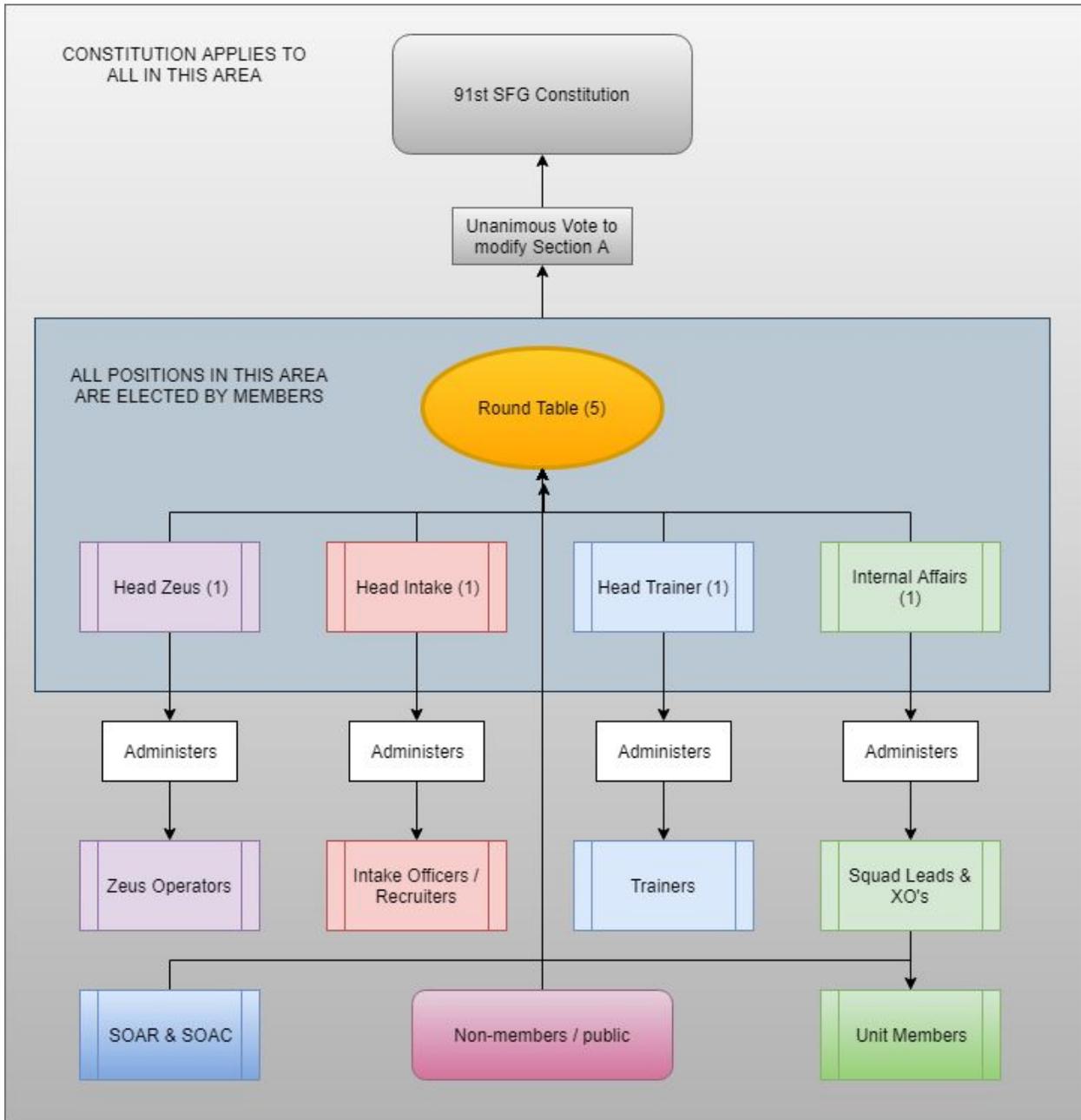
MEDICAL PROTOCOL DURING OPS

31

31

31

32



1. GENERAL PROCEDURES

a. CREATING NEW RULES

- i. Definition of “Round Table.” The Round Table (aka RT) of the 91st SFG is the primary governing and administrative body for all aspects of the unit / milsim, and collectively has final say over decisions affecting, but not limited to, the website, the 91st Discord, the 91st TeamSpeak, any and all unit operations, protocols, procedures, staffing roles, rostering, and disciplinary action within both the unit as well as escalated incidents in public settings involving the 91st. RT consists of *up to* 5 unit members, with 3 being the minimum acceptable number.
- ii. If RT wants to change protocols, procedures, or “how things are done” in a staff area (Zeus, Training, Intake, 1SG) they have to publish the proposal to the Head of that area, and if the Head of that area doesn't like the changes then they can hold it in limbo until it's revised.
 1. *If the Head approves the revision then the change passes. If not, then RT and other areas of staff hold a voting session (with the Head in disagreement present) and can override by majority vote.*
- iii. If RT has a proposal that affects the RT or HOS election process, or a proposal that would remove an area of staff - the vote MUST be open to all 91st members, with final decision being made by a simple majority vote.
- iv. These are the rules that must be upheld when creating new rules. It requires a unanimous vote by all members of RT as well as all heads of staff (Head Zeus, Head Trainer, Head Recruiter, Internal Affairs / 1SG) in order to amend section A of this constitution, with the intended change being given adequate & fair time to be discussed and viewed by all staff in the #deliberation channel in Discord.
 1. *If a RT member is also holding another Head Staff position simultaneously, the RT member in question is limited to 1 vote when voting on any proposed changes that require RT & that*

Head Staff member position to vote. If a RT member has two , three or all four Head Staff positions (of which is heavily frowned upon / discouraged due to workload concerns), said RT member still would only have 1 vote.

- v. While not currently in effect, future RT sessions should periodically address a potential issue of a Head of Staff (Head Trainer, Head Zeus, Head Intake Officer, 1SG) also being able to be a RT member; in that it consolidates power to a small group of individuals.
 - 1. *If the unit depth and staff activity can accommodate it, a rule should be made in the future to prevent RT from also simultaneously holding a Head of Staff position. This is to ensure proper “checks & balances” within the unit, especially in regards to section 1-A.*

b. DISCIPLINARY ACTIONS

- i. Punishments and rewards must be handed out on a consistent basis, without favoritism; defined as pampering a unit member, or refusing to act accordingly to normal enforcement.
- ii. If favoritism against a unit member(s) is alleged, it must be formally brought up following the COC (Chain of Command) until it reaches RT, provided that the incident in question is significant enough. RT will determine disciplinary action based on the incident complaints, determining a solution on a case-by-case basis.
 - 1. *If the alleged unit member is an active elected member of RT, an internal majority vote (within RT) for the removal of said member from RT is mandatory.*
- iii. If a unit member engages in conduct that breaks the rules under the UNIT MEMBERS section listed below, prompt and effective disciplinary action must be taken by RT. A RT meeting will be held to discuss how to punish or discipline the member in question; the accused member is entitled to defend themselves and their actions in a meeting with RT. This must occur *before* RT decides to act on their punishment or disciplinary action, to ensure that as many sides are considered. Efforts should be taken to incentivize the member to stay with the unit, with the punishment

rewarding good behavior and focusing on specific issues with the individual. If the offense was severe enough, removal from the unit remains an option. (If the behavior violates the rules set under PUBLIC, the member will be under immediate investigation for possible removal from the unit).

c. FLOATERS

- i. New members at or under the rank of PVT, will automatically be placed into the floater pool; once a member has reached the rank of PV2 they are eligible to be placed into a squad, otherwise they will remain in the floater pool.
- ii. If a member has **two (2) undocumented main operation misses**, then that unit member may be processed into the floater pool at the discretion of the SQL, XO, or IA Officer.

d. DETERMINING ACTIVE UNIT MEMBERS

- i. Active member determination will be based **solely** on website activity and attendance indications. All members are expected to indicate attendance regularly on any unit event that they attend, provided the event hoster posted the event with a link to indicate attendance, and the host of the event having given *adequate and reasonable notice** in the timing of the post on Discord.

1. **Adequate and reasonable may be defined, but not limited to:*

- a. *If a main operation, the posting should ideally be made the day before, or the morning of. The earlier the notice, the better.*
- b. *If a mini operation, depending on if polls were taken or the host assessed activity and interest in Discord, 30 minutes before mission start. Ideally for mini ops the post should be made at least 1-2 hours in advance if polls were NOT taken; the more notice the better.*
- c. *Trainings should be ideally be posted the day before, following same procedure as main op postings.*

- ii. If a member has lost certifications due to MIA status, the member shall be treated like any other member applying for the course anew.

f. LEAVING MEMBERS

- i. If a unit member leaves the website database, that unit member will be removed from the unit and set to a public member in the 91st Discord by their own volition.
- ii. If a unit member is forcibly removed from the unit itself more than twice, that previous member is no longer eligible to join the unit.
 1. *Unit member has been reviewed by Round Table due to Conduct Unbecoming / Bad Standing, and has been deemed unsuitable for the unit with the only course of action being complete removal, the member would be considered forcibly removed.*
 2. *Unit member decides that they no longer wish to be part of the unit as a whole and has previous discrepancies with their standing, and has also chosen to leave without resolving the issue(s) - the member would be considered forcibly removed.*
 3. *If a unit member was forcibly removed, that unit member is not permitted to rejoin the unit until a minimum period of **four (4) months have passed.***
 4. Any individual that was forcibly removed from the 91st SFG Discord, Teamspeak, website, or milsim MUST have a meeting with the current RT and discuss previous actions or statements that were of concern / factor in the individual being removed in the first place. RT must reference any documents that were written or associated with the meeting / discipline of said individual when making their judgement.
 - a. *Example: Member gets voted out by an old RT, member decides to rejoin after 4 months, but the current RT is completely different and does not know the existing member. This is to ensure that any issues from the past are reliably brought up to the current RT so as to allow them to make an informed decision & judgement call.*

- iii. If a unit member leaves the unit on good standing, they are permitted to return at their discretion.
 - 1. *A unit member who has decided that they cannot dedicate anymore time to the unit, or is unable to dedicate more time to the unit for a extended period, the unit member would be considered for leaving on good standing.*
 - 2. *A unit member has decided that they no longer wish to be part of the unit as a whole and has not had any previous discrepancies with their standing, the unit member would be considered for leaving on good standing.*
- iv. If a member violates any portion of the 91st Constitution then leaves or declares that they are officially leaving the 91st SFG on the Discord or in TeamSpeak, they are to immediately be put in “Bad Standing” with the unit, and must have a RT meeting if they wish to rejoin any portion of the 91st. Appropriate documentation of the violation should be taken and filed into the Disciplinary Action folder in the 91st Google Drive, as well as the member’s real Discord name (not nickname), their Discord ID, and the date and time of when the violation occurred.
 - 1. *If the violation was via text in Discord, judgement must be made by RT on whether the text is safe to remain in the channel it occurred in or if it should be removed; regardless if the text is deleted from the Discord - the entire altercation, including any context prior and after, must be copied, archived, and placed in the documentation listed above. As much detail - including private DM’s and other forms of messaging - should be taken and documented to provide context for the violation from as many POV’s as possible.*
- v. If a unit member leaves the Discord without violating the 91st Constitution, they are allotted a 1 week grace period before they have been considered to have officially quit the 91st SFG on the website and for administrative purposes. If said member rejoins the Discord, a RT meeting is to be held with the individual to discuss the circumstances of the incident.
- vi. After the 1 week grace period, if the member hasn’t done so already, they will be removed from the website database, thus deeming them officially removed from the 91st SFG.

1. *If the individual filed a LOA request on the website, or stated their LOA intent clearly in the #LOA channel / any channel viewable by RT, or both of the above, said member is still considered a member of the unit, even if after filing for LOA they leave the 91st Discord.*

g. PRESTIGE MEMBERS

- i. If a unit member wishes to reset their progress, which would include the revoking of all certifications, attained staff positions (with exceptions), and attained rank, they would demoted to the rank of Recruit.
 1. *Unit member would have to retake Basic training and Advanced Infantry training before they are allowed to partake in an upcoming main operation.*
 2. *Unit members would achieve the rank of PV2 after the successful completion of **one (1) main operation**.*

h. MEMBERS ON LEAVE OF ABSENCE STATUS (LOA)

- i. Unit members will be eligible to **miss one (1) main operation**; duration extended past this will be considered LOA.
- ii. Unit members will not be punished for missing operations while under Leave of Absence, as it accounts for a documented miss; however, if members keep sequentially entering Leave of Absence forms, they will be subjected to the rules and regulations of *Members on Extended Leave of Absence (ELOA)*.

i. MEMBERS ON EXTENDED LEAVE OF ABSENCE (ELOA)

- i. If a unit member requests a Leave of Absence that may conflict with **two (2) or more main operations**, they are permitted to request an ELOA.
- ii. If a unit member has been placed on ELOA for **over six (6) months**, that unit member will **lose one (1) full grade** for **every six (6) months missed for a maximum of one (1) year**.
- iii. After **one (1) year** of ELOA, the unit member will be placed into the **MIA pool**; automatically done by the website. RT will be responsible for watching and managing the Discord roles.
- iv. Unit members who have been on Extended Leave of Absence for over a **four (4) month period**, may require an Advanced Infantry Training refresher course and will be required to **attend one (1) main operation** to return to the normal flow. The decision on whether the member requires a refresher course will be based on assessment by Head Trainer, with final oversight by RT if further complaints are escalated and brought up regarding the member's competency.
- v. If a unit member was placed into Missing in Action after a **one (1) year period**, but returns to the unit, then that unit member will retain their rank of PV2 with **no certifications**; however, the unit member is permitted to earn back all removed certifications.

j. MEMBERS ON MISSING IN ACTION STATUS (MIA)

- i. If a unit member does not attend for **six (6) consecutive main operations**, and has not applied for an ELOA or LOA, then the unit member will be considered MIA.
- ii. If a unit member is removed from the unit through MIA, and has returned in under **one (1) month time**, they may be required to be interviewed by a recruiter at the discretion of Round Table or the Head Recruiter.
- iii. If the unit member in question has been gone for longer than **one (1) month** after MIA has been issued, the unit member will need to be interviewed.
- iv. Any unit member considered MIA for **six (6) months** will be considered no longer a member of the unit and will be expunged from the unit. Upon the return of the unit member, they will be treated as a new recruit. This will be a manual decision, to be completed by the current RT, with a direct

message to the MIA member informing them 1 week in advance of their imminent removal from the website, Discord, and the unit. If no reply is received from the member, they should be removed after the 1 week notification period.

k. MEMBERS OF MILITARY (MIL)

- i. If a unit member has been registered as a Military member -- and the member has disappeared -- that member will have their progress frozen and moved into a MIL role both in Discord & on the website.
- ii. MIL unit members will not lose rank, but will be required to attend an AIT recertification course at a minimum, may require a basic refresher course, and attend **one (1) main operation as a Rifleman** to return to "Active" roster.
- iii. MIL status members are granted permanent immunity to being put on MIA due to unpredictability of overseas deployments, multiple deployments, etc. Efforts *should* be taken by RT to reach out to MIL members that have been gone for more than 7-8 months to check-in with the member, but these efforts are not required.

I. RECRUITMENT

- i. The head recruiter may reject any applicant for any reason, until that applicant has successfully been processed into the unit; if there is suspicion that the head recruiter declined the application for an unjust reason, they can be challenged by an investigation ran by Round Table.
- ii. If a unit member is underneath the age-requirement, and does not have a current unit member vouching for their application, the application is immediately dismissed with a letter to the applicant stating they did not meet our age requirement.
- iii. If a recruiter allows in a person who is less than the required age, the person is immediately removed from the unit, including all earned trainings and certifications; the recruiter is placed on a probation period of

no longer than one month with possible administrative actions, reduced one rank, and removal of any certifications associated to the rank.

m. PUBLIC RELATIONS & STREAMING

- i. Any individual present on the 91st Discord is free to stream to the various major streaming platforms (Twitch, YouTube) at their own discretion; UNLESS specifically asked not to do so by another 91st member, staff, or RT personnel. Escalations if an issue arises are to be addressed by RT.
- ii. Individuals on a 91st server automatically agree to and understand that at any point in time another individual may be streaming publicly, and as such are completely liable for anything said verbally or nonverbally to other individuals.
- iii. Any individual streaming on a 91st server is to ensure to NOT broadcast any passwords or personal information related to:
 1. *Joining a private server*
 2. *Administrative purposes*
 3. *Specific individuals and their private security (Ex. emails, phone numbers)*
- iv. Any member advertising the unit involving the 91st or the 91st SFG name must abide by all rules set forth in the 91st Constitution; even if said member is in another server not owned, operated, or managed by the 91st.
- v. Members that are acting under a non-affiliated alias that is not connected with the 91st are free to do as they please, unless it becomes public knowledge that the individual is attempting to cause issues for the 91st name or the 91st entity using said alias.
- vi. All 91st members will also abide by any server rules set forth by the non-91st entity, unless such rules conflict with the 91st Constitution, in which case the Constitution overrides the foreign ruleset. Incidents regarding this matter are to immediately be brought up to RT and a meeting between RT and the foreign party should be held to rectify any issues.

1. *PR incidents that originate from a member that fails to abide by the above will result in the member having a disciplinary hearing with RT.*

n. OPERATIONAL BRIEFING AND DEBRIEFING

- i. Unit members must be called on by the Zeus leading the operation to speak or to give any feedback during the debriefing, to allow for faster completion of debriefing.
 1. *Unit members may give the Zeus operator feedback after the briefing, if desired and if the Zeus operator is willing.*
 2. *Unit members are encouraged to fill out the post op feedback form about the operation, linked on the document in #important_links.*
- ii. Unit members will be required to give their own summaries of the operation to their respected leaders, and those leaders will be able to include that knowledge in their own feedback regarding mission progression, concerns, and improvements.
 1. *The leading Zeus operator will ask for the feedback from each leader for their mission, such as squad leads and SOAR command.*
- iii. Calling out one specific unit member during an operation is not permitted; any concerns for the individual should be brought up in private, rather than publicly.
 1. *Can be done during op by either the server admin or zeus tping the individual causing an issue into a private area and addressing the issue, with also the one with the complaint.*
- iv. The Zeus operator will then hand things off to a member of Round Table to do promotions during main operations, if any.

o. ELECTIONS

- i. All general elections will be held on the week leading up to the second Main operation of every other month. Intent-to-Run forms (if applicable for the position in question) are to be filed no later than the first main op of every other month. Votes are to be cast the week after and results announced at the end of the second main op of every other month.

1. *This includes general elections for: RT, 1SG, SOAC, Head Zeus, Head Trainer, & Head Recruiter. (essentially elections every 2 months)*

ii. RT Election Process:

1. Intent-to-Run (ITR) Google Form link must be posted in Discord the same day / night of the first main op of every other month.
2. ITR Form responses are to be accepted until 1 week after the post date.
3. RT ideally should convene that night or soon afterwards to do a quick review of the ITR forms. The sitting RT reserves the right to deny an ITR if the member applying is not eligible:
 - a. *Must not be in bad standing with the unit.*
 - b. *Must be PV2 / WO1 or higher.*
 - c. *Cannot be on LOA, ELOA, MIL, or MIA lists on the website.*
4. Decisions regarding acceptance of ITR forms are to be made no later than 2 days after the responses have been accepted.
5. Immediately / ASAP after the ITRs are approved, a RT General Election form must be filled out, importing all data needed from the ITRs. The General Election form is to be posted in the #announcement_wall channel in the Discord, pinging all @Members, as well as stating the date posted for clarity.
 - a. *All members that are in good standing with the unit are allowed to vote. They do NOT need to be on the active roster or active list on the website.*
 - b. *Members on ELOA, MIL, or MIA are NOT allowed to vote.*
 - c. *1 week after the form is posted, elections are to close - ideally responses are to be stopped at the time of briefing of the main op, if it is occurring.*

6. Final elections results are to be announced during debrief / at the end of the main operation, with a statement being posted in the #announcement_wall in Discord informing all members of the new RT.
7. As a final step, an “interim” period of 1 week is granted for old RT members to retain their permissions to the 91st GDrive; this is to allow for the old RT to hold orientation meetings with the new RT (if needed) to ensure the new RT is brought up to speed and is familiar with general RT responsibilities and locations for important programs, servers, documents, or other info.
 - a. *1 week after the elections, all old RT members are to be removed from the general “91st SFG - Roundtable” master folder sharing list in the GDrive; only retaining permissions for individual documents that need if they hold another staff position.*
8. After the interim period ends, the old RT members should have all necessary Discord permissions removed, if it hasn't been done so already.

iii. Heads of Staff (HOS) Elections:

1. The following are considered to fall under HOS and the following election procedures - Head Trainer, Head Zeus, Head Intake, and the Internal Affairs Officer (1SG).
2. Intent-to-Run (ITR) Google Form link must be posted in Discord the same day / night of the first main op of every other month.
3. ITR Form responses are to be accepted until 1 week after the post date.
4. RT ideally should convene that night or soon afterwards to do a quick review of the ITR forms. The sitting RT reserves the right to deny an ITR if the member applying is not eligible:
 - a. *Must not be in bad standing with the unit.*
 - b. *Must be a PV2 / WO1 or higher.*
 - i. *Must also be PFC or higher & an existing trainer to be eligible for Head Trainer.*

permissions for individual documents or folders if they hold another staff position, where necessary.

9. After the interim period ends, the old official should have all necessary Discord permissions removed, if it hasn't been done so already.

iv. SOAC Elections:

1. Intent-to-Run (ITR) Google Form link must be posted in Discord the same day / night of the first main op of every other month.
2. ITR Form responses are to be accepted until 1 week after the post date.
3. RT ideally should convene that night or soon afterwards to do a quick review of the ITR forms. The sitting RT reserves the right to deny an ITR if the member applying is not eligible:
 - a. *Must not be in bad standing with the unit.*
 - b. *Must be a CW3 or higher, must be a member of SOAR.*
 - c. *Cannot be on LOA, ELOA, MIL, or MIA lists on the website.*
4. Decisions regarding acceptance of ITR forms are to be made no later than 2 days after the responses have been accepted.
5. Immediately / ASAP after the ITRs are approved, a SOAC General Election form must be filled out, importing all data needed from the corresponding ITRs. The General Election form for the SOAC position is to be posted in the #SOAR channel in the Discord, pinging all @SOAR members, as well as stating the date posted for clarity.
 - a. *All SOAR members that are in good standing with the unit are allowed to vote. They do NOT need to be on the active roster or active list on the website.*
 - b. *Delta Force members are NOT allowed to vote for the SOAC.*
 - c. *SOAR Members on ELOA, MIL, or MIA are NOT allowed to vote.*

d. 1 week after the form is posted, elections are to close - ideally responses are to be stopped at the time of briefing of the main op, if it is occurring.

6. Final elections results are to be announced during debrief / at the end of the main operation, with a statement being posted in the #announcement_wall in Discord informing ALL members (SOAR & Delta) of the new elected official and their position.

7. As a final step, an “interim” period of 1 week is granted for the old SOAC to retain their permissions to the 91st GDrive; this is to allow for the old SOAC to hold orientation meetings with the new SOAC (if needed) to ensure the newly elected official is brought up to speed and is familiar with the responsibilities and locations for important programs, servers, documents, or other info related to the position.

a. 1 week after the elections, the old SOAC is to be removed from their corresponding “general” folders they access on the GDrive; only retaining permissions for individual documents or folders if they hold another staff position, where necessary.

8. After the interim period ends, the old official should have all necessary Discord permissions removed, if it hasn't been done so already.

v. Run-offs / No competing candidate(s) procedures:

1. If an election occurs for any positions listed above in the Elections section where there is no other opposing candidate, a general election is not necessary. The single candidate (or in the case of RT, exactly 5 candidates) wins by default, following all procedures after the General Election announcement clause.

2. If an election is tied in any way (where a simple majority ruling doesn't resolve the ballot), then a run-off election is to be held ASAP, between all tied candidates vying for the position. A separate election form should be made indicating that it is a run-off, and informing all those eligible to vote the circumstances of the run-off election.

- a. Example: Two members are tied for the last position in RT. A run-off form is created, stating that it is for the last RT position, and is between the two candidates. 3 days are given for responses to be collected, while in the interim, RT continues to function due to the interim RT members still having access to what they need. (The candidates involved in the run-off are allowed to campaign as desired until the 3 days complete)*
 - b. Example: The election for Head Trainer ends in an exact tie. A run-off election is held again, following same form procedure as the RT example above. 3 days are given for the responses, with the sitting Head Trainer to continue to serve in the interim.*
3. A timeframe of 3 days is given for the run-off responses to be collected, during which the previous RT or other official is to continue on serving in the interim.

p. VISIBILITY & TRANSPARENCY

- i. The 91st Constitution **MUST** be easily and readily accessible by any individual that joins the 91st Discord. In order to submit an application to the unit & have a presence on the 91st Website, the applicant must have indicated that they have reviewed / read the document before completing the application submission process.

2. GENERAL ROLES

a. PUBLIC

- i. Must adhere to the rules and regulations set on the public server.
- ii. Any individual may **NOT** partake in racial, sexual, or intentionally malicious discussion unless both parties have clearly consented, or determined to have consented based off social or mood cues. RT and

public admins reserve the right to kick / ban ANY individual if they deem necessary. A public individual may debate said kick or ban on the 91st Discord, escalating from an admin up to final debate being addressed by RT. Reinstatement / removal of a ban will be addressed on a case-by-case basis for public individuals.

- iii. In order for an individual to be banned from the 91st Discord, the individual **MUST** be given a written warning to cease their behavior, and “ample time” to correct it. If the individual is clearly hostile, uncooperative, or a potential security breach, an admin may take immediate measures to remove the individual.

- 1. *“Ample time” depends on the situation, but if it is clear that the offender saw and understood the written warning, that would fulfill the ample time clause.*

- iv. Any individual may not partake in racial, sexual, or otherwise unorthodox talks unless both parties have consented with the talk; if the non-affiliated have difficulties being in chats with the affiliated, the person may take it up to a higher-member of staff or administration. Individuals attacking other individuals with any form of hostile & malicious intent are subject to revocation of posting permissions, a RT investigation, and possible removal from the Discord, TS, website, unit or all of the above. In channels NOT marked NSFW / 18+, chat and postings are to be deemed viewable by minors aged 14 and older.

- v. Any individual, whether in a public or private channel; is not allowed to personally attack, defame, insult (with malicious intent), or degrade any other individual in the 91st Discord. Individuals attempting to start arguments for the sake of showboating, grieving, trying to start a fight or disagreement, or to exhibit clear dislike / disgust with another individual are subject to immediate reprimand and revocation of posting permissions in the affected channel; until it has been determined the situation has been defused and addressed.

- 1. *An investigation into the incident must occur by all members of RT, with punishment of individuals involved to be evaluated and implemented on a case-by-case basis, and also heeding potential “frequent flyers” or past incidences between common individuals.*

- vi. Public individuals may be given a title of **Friend of the 91st** to be identified as a non-member who actively engages in non-unit activities

with the unit, or previous members of the unit who have left on agreeable terms.

- vii. Any individual may not specifically target another individual, through verbal or non-verbal, unreasonably excessive hostile interactions.

- 1. *Examples include but not limited to, shooting the other while in a server, purposely sabotaging the others experience, disregarding any input by the other simply because they don't like them, maliciously cussing out the individual in a private or public channel, or insulting them in an overtly hostile manner upon seeing them in-game or joining a channel with them in TS.*

- viii. Individuals who are “acting up”, purposely killing others, or calling out specific people in a clearly negative way will be immediately kicked via RCON or #admin from the server.

- 1. *They may bring the issue up with the admin who kicked them as to determine what they did and how to correct it via the 91st Discord. Should the member feel they were kicked for an unjust reason it will be brought up to RT to discuss if the kick was just or not. Refer to section a-ii for details.*

b. RECRUITS & PRIVATES

- i. Must adhere to rules defined in PUBLIC, section 2-A.
- ii. Must keep their name the same across all platforms, unless a name-change request has been accepted.
- iii. Must adhere to simple names that can be pronounced under “stressful” situations. Names cannot be racial slurs or insults / profanity, must be written in the English language, and cannot be too similar phonetically to existing unit members names.
- iv. May be immediately removed from the main operation server if the member partakes in purposeful targeting in a hostile manner, where such a manner should no be permitted. (i.e. bullying or harassing a member in any form where a clear boundary has been crossed, such as intentional team-killing, racial targeting, age targeting, sexual preference targeting, or unwarranted sexual targeting)

- v. Must be **eighteen (18) years-of-age at a minimum**; however, a **sixteen (16) year-old** desiring admittance to the unit may be permitted entrance if an existing unit member vouches for them.

- 1. *Unit member must be at least PV2 to vouch for a new member.*

- vi. Must complete their Basic and AIT in a timely manner; however, time requirements are loosened if the member is actively attempting to complete training or conflicting schedules preventing completion.
(Maximum Completion Time: One (1) Month)

- 1. *If a Recruit fails to do so within the time period they will be removed from the unit. Final decision made by head recruiter with provisions taken per recruit's situation.*

- a. *Examples could include going through a divorce, being sent overseas, medical reasons, other personal issues etc. best way to determine validity is seeing when they are on discord to verify their timeline*

- vii. **Completion Exclusionary Rule**; recruits may exceed the Maximum Completion Time, only if a reason validated through a majority vote by Round Table, or by the Head Trainer, respective of the reason.

- viii. Privates must comply with main operation attendance, bi-weekly on Saturday, otherwise may potentially be placed on MIA status.
(Maximum Sequential Undocumented Miss: Six (6) Main Operations)

c. UNIT MEMBERS

- i. Must adhere to all rules in RECRUITS & PRIVATES, section 2-B.
- ii. To maintain "Active" status in the unit - and a potential roster placement - a member must fall under the following criteria:
 - 1. *Member is on "Active" list on website*
 - 2. *Member is **not** on "Inactive" list on website*
 - 3. *"Active" list on website is determined by the following rules:*
 - a. *Member has indicated attendance on 1 Main Op per month*

b. Member has indicated attendance on 2 unit events per month

i. Unit events = mini ops, trainings, & other hosted unit events posted on the website

iii. Unit events are defined as, but not limited to:

1. Main-operations, mini-operation, training-operations, or training events.
2. Non-Arma related gaming events containing **three (3) or more unit members**, of which said event has been posted on the website, with adequate & reasonable time given for those wishing to attend to indicate attendance.
3. All events-- Main-Operations to Non-Arma related events-- will use the website and must be posted before the event starts; this is how members will indicate attendance for official tracking purposes.

d. STAFF MEMBERS

- i. Must adhere to UNIT MEMBERS rules.
- ii. Intake Officers, Trainers, Zeuses, server admins, public admins, leads, and all other roles - current or newly created - deemed to be important in maintaining and running the unit fall under this definition.
- iii. Staff members must perform the duties of their office or risk losing their staff position. Formal complaints brought against a staff member will follow escalation procedures leading to a staff & RT meeting.

3. STAFF ROLES

a. SQL'S & XO'S

- i. Must adhere to STAFF MEMBERS rules.
- ii. Any internal conflict within the fireteam must be dealt with by the team leader, if he is unable to do so the Squad leader is to be brought in to deal with it. Upon the squad leader being unable to control the situation he may go to the Platoon leader. If the Platoon leader is unable to finalize the issue he may bring it to RT to deal with. Any internal conflict within the squad must be dealt with in a timely manner by either the XO or the SQL. If the situation escalates it follows the COC up to the 1SG / IA Officer, then if it continues it goes in front of RT, then potentially a formal RT hearing.
- iii. Individuals interested in taking up a Leadership role must file an "Intent to run for Leadership" form. The requirement to be eligible to submit a form is PV2, as well as to be in good standing with RT (no outstanding conduct violations or probationary periods in effect.)
- iv. Round Table will review all submitted applicants, and internally vote on providing the applicant probationary leadership status as an "NCO Trainee".
- v. The probationary period will last 2 months, from the date of Round Table approval, but can be removed at any time if they are found to not be fulfilling their role.
- vi. Upon being accepted, the applicant will be provided a tag, and then be eligible to be placed into an "on-the-spot" Leadership position.
- vii. As the trainee gains experience and proves his ability to other members of leadership, he may be provided a formal recommendation (from a current SQL, XO, or the 1SG) to be promoted to Corporal and given a designated leadership position within a Squad.
 1. If there is an immediate need for a leadership position, due to low numbers or a poor leadership corps, then a RT meeting may be held (with all other SQLs, XOs, and the 1SG in attendance) to hold a super-majority vote ($\frac{2}{3}$) for the trainee to fill the slot in question. (The slot can be either SQL or XO)

- viii. If the 2 month probationary period passes without the Trainee receiving a formal recommendation by either a SGT or the 1SG, the applicant's NCO Trainee status is removed, and they are then eligible to apply another "Intent to run for Leadership" form to restart the process.

b. TRAINERS

- i. Must adhere to STAFF MEMBERS rules.
- ii. Must give training to any qualified members who request it.
- iii. Must hold the rank of PFC or higher in order to be eligible to become a trainer (SOAR equivalent of CW2).
- iv. Must follow the training protocol that is set in place.
- v. Allowed to give ideas for change of the certification as needed.
- vi. If a trainer would like to change a certification, they need to submit a written change to the Head Trainer for approval before beginning the new training process they desire; if the change was rejected, previous wording of the cert in question still applies.
- vii. **Revision exclusionary rule**; if there is suspicion the Head Trainer declined the change for an unjust reason, the written proposed change is allowed to be passed to Round Table for review, where they can vote to administer it in place of the Head Trainer. If a trainer is deemed to be abusing the system (subjectively determined by staff & RT), the incident will be escalated to RT and a staff meeting will held to address the issue.
- viii. Trainers are allowed to expedite a trainee through a certification based off the trainer's judgement. The trainee must possess detailed & thorough knowledge of the certification in question, and have demonstrated to the trainer or trainer staff as a whole (can be during a series of mini ops, a main op, or in the training server independently) that said trainee has a solid grasp of the certification. The trainer can expedite but risks losing their status as a trainer for that certification group (ie. Explosives, Marksman) if said trainee has safety or competency issues with the expedited cert when deployed in an operation.

- ix. All certs fall under effect of the expediency clause, with exceptions being SOAR / pilot certification & Zeus certification. The Head Trainer is responsible for overseeing all of the above, with escalations or disputes addressed by RT

c. INTAKE OFFICERS

- i. Must adhere to STAFF MEMBERS rules and regulations.
- ii. Must hold the rank of PV2 or higher (SOAR equivalent of WO1).
- iii. Must insure that credibility of the recruit is attained; failure to do so may result in removal from the staff role, depending on the severity. If complaints are submitted to RT about an intake officer being negligent of their duties, said officer is to attend a staff meeting with RT to discuss possible disciplinary action.
- iv. Must insure that all questions from all (potential recruits) possible members inquiring about the unit are given appropriate and correct answers; appropriate answers may include asking about unit schedules, whereas inappropriate answers may include asking about receiving privileged information about the unit.
- v. Replace iii with the following: Intake Officers will NOT give out sensitive or confidential information to potential recruits or the general public when in a recruiting setting. This information is defined as, but not limited to: personal information about unit members, server passwords, admin passwords, or other information deemed confidential or sensitive by RT or Sysadmins.

d. ZEUS OPERATORS

- i. Must adhere to STAFF MEMBERS rules and regulations.
- ii. Must hold the rank of PV2 or higher (SOAR equivalent of WO1).
- iii. Must run eight (8) mini-operations a year if there are six (6) or less Zeus Operators present; six (6) mini-operations a year if there are between six

(6) and twelve (12) Zeus Operators present; four (4) mini-operations if twelve (12) or more Zeus operators are present.

- iv. Zeus Operators may be permitted to run Main-Operations after the Operator has ran or assisted in running at least **five (5) Mini-Operations during their lifetime as a Zeus Operator**, at discretion of the Head Zeus.
- v. Quotas can be met if they pair up with another Zeus Operator, as both would be credited.
- vi. **Main Operator(s) clause:** A Zeus operator who is designated to run main operations are permitted to exclude themselves from running mini-operations; however, only up to two (2) Zeus operators are permitted this at any given time.

e. HEAD TRAINER

- i. Must train members who have a vested interest to become a trainer in the field of choice, and has the understanding of the role.
- ii. Responsible for any training-related matters regarding staffing, training-related disputes between trainee & trainer, and quality-assurance for certification training. The Head Trainer is responsible for holding all other trainers accountable for their trainings and ensuring that trainers are following through when hosting trainings for unit members. Any issues that need escalation are to be addressed by RT.
- iii. Responsible for making changes to certification procedures & protocols, takes feedback from trainers and can choose to approve or deny their suggestions in implementation. All proposed changes to certifications need to be made in a channel viewable by RT for transparency.
- iv. The Head Trainer has the exclusive right to expedite a member that wishes to become a trainer but is NOT the rank of PFC. Said member MUST be a PV2, and exhibit mastery / full knowledge of the certification or certification group that they wish to become a trainer for. The Head Trainer, upon making an exception for the PV2, MUST do the following immediately afterwards:
 1. *Post in the #trainer Discord channel stating the name of the member, the date, pinging @RoundTable, and a detailed but*

concise reasoning as to why an exception was made for the individual to become a trainer

2. *The member who was given the exception DOES NOT change rank, they remain a PV2, following the usual rank promotion process.*
 3. *If other trainers part of the training corps feel that the Head Trainer made the decision in error, they may individually or jointly file a formal complaint to RT, stating specific reasons why they feel the expedited member should not be a trainer. RT must then have a formal meeting with all involved members of the trainer corps as well as the Head Trainer to discuss and come to a solution. RT reserves the right to overrule the decision of the Head Trainer.*
- v. The Head Trainer reserves the right to revoke the trainer status of any training staff member, with disputes & escalation to be addressed by Round Table.

f. HEAD ZEUS (USSOCOM)

- i. Must adhere to ZEUS OPERATORS rules and regulations.
- ii. Create and enforce a standard of operations, whether mini-operation or main-operation scaled.
- iii. Ensure that all Zeus operators are posting and giving adequate and reasonable time** for announcing unit events, as unit activity is directly linked to the website and website attendance being marked for unit events.
 1. ***Adequate and reasonable may be defined, but not limited to:*
 - a. *If a main operation, the posting should ideally be made the day before, or the morning of.*
 - b. *If a mini operation, depending on if polls were taken or the host assessed activity and interest in Discord, 30 minutes before mission start. Ideally for mini ops the post should be made at least 1-2 hours in advance if polls were not taken; the more notice the better.*
 - c. *Trainings should be ideally be posted the day before, following same procedure as main op postings.*

d. If another unit event, follow same general guidelines as mini op postings.

iv. Review critique and comments about operations and their operators; ensure that other operators are performing what they need to be doing. Ensure all active Zeus operators have an equal chance to host operations.

1. Permit a cycle of operators at will with notice, to move operators around if they show weakness or potential strength in needed aspects from their performances.

g. HEAD INTAKE OFFICER

- i. Must adhere to INTAKE OFFICERS rules and regulations.
- ii. Create and enforce a standard of acceptance; ensuring case-by-case only adheres to personality and discovering discrepancies in paperwork.
- iii. Will strive to hold a recruitment campaign once per month, working with Zeus operators or other members to host an event on either public Arma-related servers, or another game setting of choosing; with the goal to advertise the 91st to other public individuals.

h. SERVER ADMINISTRATORS

- i. Must adhere to STAFF MEMBERS rules and regulations.
- ii. Must ensure availability of servers at all times. Ideally, server admins should be on-call (within reason) to bring servers back up should any go down. On-call schedule will be determined by the server admins themselves, with oversight provided by RT.
- iii. Must have availability to push and pull files from the server as needed, regarding mission files.

- iv. Must understand the tools given, and are allowed to create tools that would increase efficiency for administration or user interaction.
- v. Must have consent of the host to install additional software, whether dependent on a made-tool or otherwise
- vi. Server admins must ensure utmost confidentiality of any and all passwords, login information, and network configuration details. If a security breach is suspected by a unit member, public, staff, or RT, a staff meeting (including RT and at least 1 Sysadmin) needs to be held ASAP to address the issue as well as discipline the admin if needed.

i. FIRST SERGEANT / INTERNAL AFFAIRS

- i. The 1SG / Internal Affairs Officer is considered a Head of Staff (HOS) position; he is considered the logistical & COC head of all SQL's & XO's. He is not associated with SOAC or SOAR in any leadership / COC capacity. He receives all privileges and restrictions associated with holding a HOS position, including being able to vote in matters that invoke Section 1-A of this constitution.
 - 1. *The 1SG, like all other HOS positions, is a publicly elected position - following all guidelines set forth in the Elections section in this constitution.*
- ii. The 1SG / IA Officer has the the authority to modify non-leadership **and leadership positions** within the Delta unit roster.
- iii. The 1SG has the ability to enforce written SOP to the extent of their authority.
- iv. The 1SG is the primary "go-to" for promotion and assignment of NCO Trainees to CPL or SGT. RT will not be responsible for selecting and promoting NCO Trainees, but will retain the authority if need be.
 - 1. *RT is responsible for approving potential NCO applicants to NCO trainee status, in addition to the 1SG, with a majority rules vote among the 6 staff members.*

- v. Existing leadership (SQL & XO) is eligible to run for 1SG; however if elected, they must give up their existing leadership position, and assign a replacement.
- vi. The 1SG must deal with minor conflicts related to his responsibilities; including but not limited to:
 - 1. *Intra-squad disagreements that are escalated up COC to him, as well as general cohesion between squad members.*
 - 2. *Complaints from squad members about their SQL or XO*
 - 3. *Ensuring that disagreements between a lead and a subordinate do not get out of hand during unit operations.*
- vii. The 1SG is not assigned a specific squad, rather floating between all squads to evaluate unit cohesion and make appropriate changes where necessary.

j. ROUND TABLE MEMBERS

- i. Must adhere to STAFF MEMBERS rules and regulations
- ii. Transparency; all actions must be non-confidential, except when those actions would spark personal controversy affecting their being, not their position.
(e.g; privately speaking about a unit members performance, rather than calling them out in front of the entire unit.)
- iii. ***Transparency exception clause***; members of Round Table have the privilege to talk freely & privately amongst each other about changes, before finalized changes are submitted publicly.
- iv. Before a round table vote members of round table must be informed of an upcoming vote before it goes occurs by at least 12 hours. During the vote the members of round table are only allowed to cast their vote once, without changing their vote once logged.
 - 1. *Round table members **MUST** post their votes in the forum where the vote is going down, with Y for yes and N for no. (Thumbs up/down are acceptable proxies)*

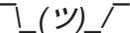
4. OTHER MOTIONS

a. ADDING NEW MOTIONS

- i. Motions that are permanent and that affect day-to-day operation of the Discord, Teamspeak, Website, or unit operations should go in section 4 if the motion cannot otherwise be classified under the following sections:

1. *GENERAL PROCEDURES*
2. *GENERAL ROLES*
3. *STAFF ROLES*

- ii. When adding said motions to this larger section, each motion should have a general title that summarizes the intent and change the motion makes, set to "Heading 2" format, with a letter assignment of "b, c, d, e, f...etc".

1. *In summary - When writing new things in just follow the format of the existing document *

- iii. Details of the motion should follow underneath said letter, in their own subsections, with format "i, ii, iii, iv, v,...etc". Examples of the motion or extra clarification of a specific point should be another subsection beneath the relevant "i, ii, iii, iv,...etc" with a number, and also italicized.

1. *See example here.*

- iv. General care should be taken to match formats with the existing constitution, and for wording to be clear and easy to understand for anyone reading this document.

b. FRIENDLY FIRE TOLERANCE

- i. There will be a zero-tolerance policy regarding intentional friendly fire (IFF) conducted by unit members participating in a mini or main operation.

- ii. Determination if the IFF occurred by accident or was with hostile intent is left to the following personnel:
 - 1. *The SQL / XO of the suspected individual, if present and was able to observe*
 - 2. *The 1SG / IA Officer, if present and was able to observe*
 - 3. *The Zeus operator for the mission at the time, if able to observe*
 - 4. *Feedback from other members, if none of the above were able to confirm or witness an incident and judge appropriately*

- iii. If an IFF incident occurred, it is up to the individual logged in as server admin, either directly in-game (#login <password>, #logout) or via RCON to **KICK NOT BAN** the individual from the server, with a message stating why the kick occurred in global or sidechat.
 - 1. *If the issue persists after the kicked individual rejoins the server, an immediate halt to the operation is to occur and the individual as well as RT are to be notified that a formal disciplinary hearing is to be held regarding the incident. The operation is to cease unless the accused decides to leave or fixes his behavior immediately.*

- iv. If no one is logged in as admin for a mini or main op at the time, the incident is to be noted and quickly documented, with direct Steam or Discord messages being the primary means of gathering feedback & evidence.
 - 1. *After the operation finishes, a meeting must be held with the accused and a member of RT present to discipline and inform the accused, with escalations going up COC all the way to RT and a formal disciplinary hearing, if the issue persists.*

c. MEDICAL PROTOCOL DURING OPS

- i. The assigned medic for a mission (whether rostered or not & for all mini & main ops) will have the authority to actively deny medical aid to a player that they deem to be blatantly disregarding medical procedure and personal safety, as instructed to do so during Basic & AIT training.

- ii. The medic reserves the right to not "waste time" treating individuals that refuse to bandage themselves if wounded, though all within reason.

1. *If a debate between an individual and the medic is opened, the debate follows the COC for escalation, all the way up to RT for final oversight to determine if the medic's action's were warranted or not.*
- iii. Repeat offenders of the above will be brought up to the Head Trainer, who will vet & determine if said individuals need to undergo a medical refresher; taking advice from leadership, medics, and the IA officer. The medical refresher will consist of running the individual through the medic certification guide, page 1, primarily authored by Caboose / Warbird. Tabs will be kept on said individuals to ensure issues are resolved.