KHALEEJ vACC
BAHRAIN | KUWAIT

CODE OF
CONDUCT
Rev: 01/2024

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1. Document Information

1.1 Purpose

The purpose of this document is to establish the guidelines that staff, members, and visitors of Khaleej vACC must adhere to promote an environment reflecting the core values of Quality, Integrity, and Respect.

1.2 Limited Liability

This document has been created by Khaleej vACC for use exclusively within the VATSIM network for flight simulation purposes only. Khaleej vACC staff members are not liable for any misuse or application of this document in real-world aviation scenarios.

1.3 General Provisions

This document outlines the CoC applicable to all members, regardless of status, while controlling, training or participating in any Khaleej vACC activities. The vACC staff reserves the right to suspend, terminate membership and revoke controlling privileges for any violations of these policies. No exceptions will be made to the rules set forth in this document.

For inquiries, please contact at info@khaleejvacc.net

2. Document Identification

- Type: Policy
- Revision: Initial Document
- Issue Date: 08th December 2024
- Effective Date: 08th December 2024
- Prepared by: Moiz Uddin
- Approved by: Rashid Raikhy
- Next Review Date: 08th December 2025
- Identification: Khaleej vACC Code of Conduct

2.1 Amendment Record

Revision	Date	Changes	Prepared By	Approved By
01/2024	8/12/2024	Initial Issue	Moiz Uddin	Rashid Raikhy

3. Membership Code of Conduct (CoC)

This Code of Conduct applies to all staff, residents, and visiting members of Khaleej vACC. The vACC takes pride in providing a professional and inclusive environment for both pilots and controllers. These values are expected to be upheld during all operations, whether it be controlling on the VATSIM network, events, meetings, or training sessions. Discriminatory behavior, harassment, or the use of derogatory language is not tolerated.

3.1 Professionalism

All staff and members must demonstrate professionalism and integrity when interacting with others on the VATSIM network.

- Corruption: No staff member or member shall accept gifts, favors, or inducements in exchange for favorable treatment, rating advancement, or staff appointments.
- Staff Duties and Authority: Staff members should perform their roles respectfully, avoiding any misuse of authority. While tasks may be delegated, the workload and competence of members should be considered. All contributions made by staff are deemed property of Khaleej vACC upon resignation, with due credit provided.
- Conflict Resolution: All members must avoid any conflicts that may disrupt the harmony within the vACC. Staff and members should not engage in disputes that could cause dissension.
- Communication: Members are required to maintain professionalism in all network communications, and derogatory or abusive language is prohibited.
- Policies: All members are expected to familiarize themselves with vACC policies. Questions should be directed to the HR Department.

3.2 Controller Code of Conduct

Controlling within Khaleej vACC is a privilege, and all controllers are expected to maintain the highest standards of behavior.

- Treat all pilots and fellow controllers with respect and dignity.
- Adhere to the rules and policies of VATSIM and Khaleej vACC.
- Avoid language that could be perceived as intimidating, harassing, or offensive.
- Be respectful of cultural and religious differences.
- Maintain integrity, competence, and diligence while controlling.
- Ensure confidentiality and protect sensitive information and documents.

3.3   Mentor/Instructor Code of Conduct

Mentors, instructors, and examiners are expected to uphold the highest standards of conduct within the vACC.

- Ensure that assessments are transparent, fair, and based on objective criteria.
- Foster a learning environment that is respectful of diversity and free from bias.
- Continue developing professional knowledge and skills.
- Adhere to all policies related to training and education.

3.4   Pilot Code of Conduct

Pilots flying within the Khaleej vACC airspace are expected to conduct themselves with professionalism.

- Treat all Khaleej vACC controllers with respect and dignity.
- Refrain from using offensive or derogatory language.
- Follow all instructions given by Khaleej vACC controllers during operations.

3.5   Discord Server Code of Conduct

The Khaleej vACC Discord server is provided for discussions related to flight simulation. Use of this server is a privilege, and any misuse may result in disciplinary action.

- Behave in a respectful, civil, and welcoming manner.
- Minimize spam and unrelated content.
- All conversations should be conducted primarily in English.
- Do not post malicious software or harmful content.
- Discussions of political or religious topics are prohibited.
- The use of profanity or demeaning language is not allowed.

4.   Reporting Violations and Incidents

All staff, residents, and visitors to Khaleej vACC, as well as pilots flying within its airspace, have the right to report any violations of the Code of Conduct or other policies. Reports can be submitted without fear of retaliation.

To report violations or incidents, or for questions or concerns, please contact the Human Resources department at support@khaleejvacc.net.

5.   Disciplinary Actions

Khaleej vACC reserves the right to take disciplinary action against any staff member or member who violates the Code of Conduct, VATSIM policies, or vACC regulations. Disciplinary measures will depend on the severity of the violation.