



Dominion Gaming Master Conduct Agreement

Version: 3.1

Last reviewed/revised on: 9 September 2011

Article I – Introduction

Section 1 – Scope of Agreement

The Dominion Gaming Master Conduct Agreement covers all operations falling under direct control of the Dominion's Command Group and all its subsidiary bodies. Any member found to be in direct conflict with the policies contained within this agreement will be subject to disciplinary action as defined within this document. This agreement applies to all members, active or reserve, of Dominion Gaming, and all members agree to adhere to the rules, regulations, and procedures found within this document at all times to maintain active membership.

Section 2 – Notice of Changes

The Dominion reserves the right to alter this Agreement at any time without prior notice. Information regarding changes may be made available to members and visitors via the Dominion Gaming web site (www.dominiongaming.com).

Section 3 – Supplements to the Master Conduct Agreement

Written policies and regulations published by the Dominion Command Group, or approved by the Command Group, shall be considered supplements to this agreement and may be enforced according to the policies dictated herein.

Section 4 – Mission Statement

Dominion Gaming ("The Dominion") is an online gaming club that is based in multiple gaming platforms and genres. The Dominion's goal is to provide its membership with a relaxed and fun gaming environment. The Dominion attempts to install time tested values such as Honor, Integrity, Loyalty, and Teamwork as vital components not only in gaming but in life. While this is a gaming club, we attempt to help our members develop a variety of qualities such as:

- a. Creativity by providing activities that will help develop writing and language skills through the use of fictional compositions, graphical editing and engineering, and game-play.
- b. Responsibility by assigning members tasks to complete in order to achieve advancement among the ranks. While this teaches responsibility, it also gives each member a feeling of accomplishment and self reliance.
- c. Leadership by giving opportunities to lead units in a structured environment.

Article II – Structure of Dominion Gaming

Section 1 – Overall Structure

Dominion Gaming is organized along a military-like structure consisting of hierarchical units. Each unit consists of a defined number of members and/or subordinate units. Within each unit, a leader is appointed to oversee operations within that unit as well as the welfare of members assigned to that unit.

Within the Dominion units are structured as follows:

- a. **Squad**, consisting of up to 30 members
- b. **Platoon**, consisting of up to 4 squads
- c. **Company**, consisting of up to 4 platoons
- d. **Group**, consisting of up to 4 companies

Section 2 – Chain of Command

A Chain of Command is a necessary component of any military organization. As the Dominion is based upon a military system of rules and regulations, we find this required for our structure. All members should follow the Chain of Command at all times when submitting complaints, appeals, suggestions, and/or requests.

Section 3 – Command Group

The Dominion's Command Group is the highest administrative group within the club. This body is charged with the duty and responsibility for creating, modifying, implementing, and upholding club policies and procedures. The Command Group is composed of tenured officers within the club. Any decision reached by the CG must be done so on a majority vote system. All decisions rendered by the CG are final and can only be overturned by another majority vote by the CG. The Forces Commander retains the right to final veto which cannot be overridden.

Section 4 – Command Group Officers

- a. **Forces Commander (FC)** – The Forces Commander exercises overall command of the organization. He/she will execute the mission statement of the organization to the best of their abilities and will have the responsibility of ensuring the proper operation of all Command Group offices. In addition to this, the FC will ensure the smooth operation of the club is maintained. He/she also sets the goals for the club, furthers club relations, and monitors the overall status of the club.
- b. **Executive Officer (XO)** – The Executive Officer has the responsibility of assisting the Forces Commander with all of the day to day operations of the club and has the duty of assuming command in the event the FC is unable to perform his/her duties. The XO directly oversees the proper operation of all Command Group officers & advisors, and conducts staff synchronization. In conjunction with the FC, the XO establishes and codifies policies and procedures which govern the structure and daily operations of the club. The XO also serves as the Chief Justice for matters of disciplinary action within the Dominion.
- c. **Operations Officer (OPS)** – The Operations Officer manages the daily operations of the club to include processing of rank promotions, routine awards, and coordination of club-wide multiplayer events, competitions, and the Combat Calendar. The OPS is the chief manager of the club roster, and coordinates closely with the Training Officer regarding members' unit assignments. The OPS reviews and processes approvals for the creation of new in-game clans. The OPS performs liaison activities with other clubs and organizations beyond that which is conducted by Squad, Platoon, and Company level commanders.
- d. **Communications Officer (COM)** – The Communications Officer coordinates communication mediums within the Dominion including the forums, TeamSpeak, Newsletter, and Podcast. The COM also serves as the chief moderator on Dominion-operated online communication channels (e.g., Forums, Tagboard, TeamSpeak) and reviews member postings for compliance with applicable Dominion conduct policies. The COM may lock or delete postings deemed in violation of regulations. Additionally, the COM collects evidence related to incidents of misconduct and submits recommended charges to the Executive Officer for judicial processing.
- e. **Training Officer (TO)** – The Training Officer oversees all aspects of the Dominion Academy and related course materials. The TO also reviews new recruit applications, performs approvals and denials, and conducts in-processing for new members. The TO works closely with the Operations Officer to conduct roster maintenance and process member unit transfers.

Section 5 – Command Advisors

The Command Group may be assisted by Command Advisors which fulfill a specific and required role within the overall organization. Command Advisor positions are typically additional duty appointments that a member holds in addition to their standard position within the organization, although in certain circumstances the Advisor duty position may be the sole position held. For administrative oversight and coordination, Command Advisors report to a specific Command Group officer. The scope of a Command Advisor's authority is strictly limited to the duties which he/she is specifically delegated under the purview of the appropriate Command Group Officer.

- a. **Systems Engineer (SE)** – The Systems Engineer serves as an assistant to the Executive Officer and is responsible for the operation and maintenance of the Dominion web site and other automation systems. The SE performs specific duties as assigned by the XO.
- b. **Military Coordinator (MILCOORD)** – The primary role of the Military Coordinator is to maintain communication with Dominion members who are members of the Armed Forces and are deployed overseas. The MILCOORD acts as a central point of contact for Dominion members before, during, and after a military deployment; maintains a roster consisting of contact information (including APO mailing address) for deployed club members; and organizes and coordinates club care package mailings to troops overseas, as well as other charitable donations on behalf of the club. The position of Military Coordinator falls under the purview of the Operations Officer.
- c. **Sergeant at Arms (SAA)** – The Sergeant at Arms serves as a moderator on Dominion-operated online communication channels (e.g., Forums, Tagboard, TeamSpeak) and reviews member postings for compliance with applicable Dominion conduct policies. The SAA may lock or delete postings deemed in violation of regulations. Additionally, the SAA collects evidence related to incidents of misconduct and makes recommendations to the Communications Officer on the conduct of disciplinary hearings.

Section 6 – Succession of Command

In the event that the Forces Commander becomes unable to perform his/her duties for a given period of time, the responsibility of overall executive authority falls to the next highest officer. The line of succession shall be as follows: Executive Officer, Operations Officer, Communications Officer, Training Officer, and then the most senior Company Commander by rank.

Section 7 – Command Positions

Within the Dominion the following duty positions are classified as Command positions: Squad Leader, Platoon Commander, Company Commander, and Forces Commander. The overall authority within a particular unit rests with that unit's Commander, unless overruled by a higher echelon of Command or Dominion policy.

The standard length of a command tour is a minimum of 6 months. Commanders failing to meet the minimum tour length may be reduced in rank in accordance with the Rank Structure and Advancement Requirements policy memorandum.

Section 8 – Multiple Duty Positions, Memberships, or Personnel Profiles

Except as authorized for officially recognized duty appointments in accordance with this Article, no member within Dominion Gaming shall hold multiple duty positions, memberships, or personnel profiles within the organization.

Article III – Membership Requirements

Section 1 – Membership Requirements

All members of, or applicants to, Dominion Gaming must meet the minimum age requirement of 18 years. Exceptions to this policy must be approved by the Forces Commander.

Section 2 – Sponsorship of Underage Members

Children of a member, who are age 13 or older, may be admitted to the Dominion with the approval of the Forces Commander. For the purposes of this Section individuals admitted under this policy are referred to as “underage members.”

Underage members must be sponsored by a current member in good standing who is the parent or legal guardian of the underage member. Underage members must display a level of maturity that is consistent with that of an adult player. At all times, the conduct of the underage member shall be the responsibility of the sponsoring member. The Command Group reserves the right to remove underage members from the Dominion at any time with or without cause.

Section 3 – Termination of Membership

Members may elect to terminate their membership in the Dominion at any time.

Membership in the Dominion may not be revoked without just cause. Such cause must be consistent with any of the following:

- a. Expulsion of members consistent with Article V of this document, relating to the discipline of members for violations of this Agreement;
- b. Removal of underage members, as defined in this Article;
- c. Removal of provisional members, as defined in the “Recruitment and New Member Entrance Policy”; or
- d. Removal of members by a legal officer of this organization, as defined in this organization’s Legal Agreement.

Section 4 – Readmission of Prior Members

Members who have previously left the Dominion may be granted a re-admission with the right to all privileges, awards, and recognitions previously earned. Re-admission to the organization is at the sole discretion of the Command Group. For members who have left the organization under other than honorable circumstances, including as a result of disciplinary action or resignation in order to avoid disciplinary action, the approval authority for readmission is the Forces Commander.

Section 5 – Membership in Multiple Gaming Organizations

It is the tradition and policy of Dominion Gaming to support its membership through dedicated leadership, camaraderie, and multi-platform operations. One of the critical traditions that keep conflict and strife at an absolute minimum within the organization is the discouragement and zero-tolerance stance of members supporting guilds/clans/gaming clubs outside of the Dominion community, in games/platforms that the Dominion actively maintains a presence (i.e. "Official Platforms/Supported Games").

Through our years of experience, we have found such split-loyalty relationships have an increased frequency of problems that tend to cascade into other areas of the organization, causing heartache and strife, whether intentional or unintentional in nature.

Therefore, all members are expected to devote their loyalty to Dominion Gaming while maintaining a membership in the organization (whether active or reserve), which has, in turn, devoted their loyalty to the member.

While Dominion Gaming officers will not actively seek out information on its members gaming habits outside of the club's general sphere of influence without cause, if such information comes to the

attention of any Dominion member, the Command Group must be notified immediately. If a cursory investigation finds the information to be valid, the offending member may be requested to leave the outside organization, or self-terminate their membership from Dominion Gaming.

Article IV – In-Game Clans

Section 1 – Definitions

The term “in-game clan” means any established club, guild, clan, team, group, or similar organization which represents Dominion Gaming or its members within a particular game or online community.

The term “in-game clan leader” means the Dominion member, appointed by the Command Group or appropriately delegated authority, who exercises direct day-to-day control and leadership over a particular in-game clan. Depending on the size of the in-game clan, this member may or may not hold a position within the Dominion that is defined as a Command position in accordance with Article II of this document.

The term “in-game clan officer” means any Dominion member, appointed by the chain of command or in-game clan leader, who exercises elevated permissions or authority within a particular in-game clan.

Section 2 – Use of the Dominion Gaming Name

No in-game clan shall be established in the name of the Dominion without the direct approval of a member of the Dominion Command Group.

In games which support clan tags but not the creation of official in-game clans (for example, many first person shooters) members are authorized to display the official Dominion membership tag [DOM] without restriction. Display of the membership tag does not constitute the creation of an in-game clan under this Section.

Section 3 – Establishment of In-Game Clans

Members interested in establishing an in-game clan within a particular game platform will coordinate through the Operations Officer for approval. Creation of in-game clans generally represents a significant long-term commitment on the part of the Dominion; as such, these requests will undergo approval through the Command Group prior to authorization.

Please refer to the current policy memorandum titled “Establishment of In-Game Clans” for the specific requirements to establish an in-game clan.

Section 4 – In-Game Clan Leadership

In-game clan leaders appointed in accordance with this Article are vested with day-to-day control and leadership in their assigned in-game clan.

All in-game clan leaders shall establish policies and procedures which govern conduct within their specific in-game clan and will submit them to the Operations Officer for approval. Upon approval, these policies and procedures shall be forwarded to the Executive Officer for publishing and will be considered to be a supplement to this conduct agreement.

Section 5 – Operation of In-Game Clans

All in-game clans authorized and supported by the Dominion remain the exclusive property of the Dominion. In-game leadership or officer roles must be surrendered upon request from a member of the Command Group or appropriately delegated authority (for example, a Platoon or Company Commander).

In all cases where the game's clan management system allows for it, one or more members of the Command Group shall hold the overall clan ownership position.

Section 6 – Agreements with Third Party Organizations

It has always been the tradition and policy of Dominion Gaming to refrain from entering into encumbering relationships with other gaming organizations. Such relationships tend to lead to strife, and an opening for damage to the good name of Dominion Gaming should an 'ally' conduct themselves outside of the ethical standards of our organization.

As such, **any and all** alliance, combined operations, non-aggression pacts, trade agreements, training cadres, or any other synonym for long-or-short-term alliances will be evaluated **solely by the Forces Commander**. No other member of Dominion Gaming has the authority or permission to conduct any negotiations, in-game or outside, on behalf of the Dominion. It remains the FC's sole discretion as to what agreements we enter into on behalf of the organization.

Section 7 – In-Game Clan Mergers

Dominion Gaming does not accept offers for in-game clan mergers, acquisitions, hostile take-overs, or any other terminology associated with the absorption of another gaming organization into Dominion Gaming. If another gaming organization seeks inclusion in the Dominion sphere of influence, they should do so on an individual-member basis – i.e. disband their in-game clan, and join the Dominion as new members, thus agreeing to this Agreement without exclusion or special treatment. No accelerated ranks, automatic leadership positions, or other special 'deals' will be offered to any new member joining Dominion Gaming; our officers will not be supplanted by outside entities, nor will their commands be undermined by exceptions to the recruiting process; every Dominion member joins, and advances in rank, in the exact same way as every other member.

All tangible and intangible assets given to Dominion Gaming by joining individuals are considered a donation to Dominion Gaming upon acceptance, and as such the offering member relinquishes all rights to said donation to the Dominion. Dominion Gaming officers (or appointed subordinates) will handle the donations accordingly and utilize them as best assists the Dominion.

Article V – Justice System

Section 1 – Overview

The Dominion's justice system is designed to discipline members, within a defined framework, who have violated the club's master conduct agreement while providing avenues for appeal by members accused of violations.

Section 2 – Panel System

- a. The head of the Dominion Disciplinary Panel is the sitting Executive Officer who is herein known as the Chief Justice when acting in a judicial capacity. He/she is responsible for the oversight of all disciplinary procedures, hearings, and sentencing.
- b. The Disciplinary Panel consists of the Chief Justice and four additional Justices who are Dominion non-commissioned, warrant, or commissioned officers and who hold a leadership or command advisor position. The Executive Officer shall publish a duty schedule which rotates the special duty of Justice along eligible members of the club by duty position.

Section 3 – Types of Disciplinary Hearings

- a. Command Inquiry – The Command Inquiry is standard for all incidents involving minor to moderate violations of the conduct agreement and provides for a simplified procedure for the resolution of disciplinary charges. This form of hearing generally mirrors the function of non-judicial punishment within the armed forces of many countries.
- b. General Disciplinary Hearing – A general hearing is conducted in cases of major violations of the conduct agreement where the resulting penalty may be expulsion or suspension from the club, loss of Command position, or loss of rank or awards. A general hearing is also conducted upon request of the accused member either prior to, or after the completion of, a Command Inquiry and provides the accused member an avenue for appeal. A General Disciplinary Hearing is heard by the Disciplinary Panel sitting en banc and is presided over by the Chief Justice.

Section 4 – Disciplinary Procedures

- a. **Pre-Hearing Actions** – In situations where a member’s conduct or suspected conduct causes a threat to the daily operations of the Dominion, the welfare of Dominion members, or overall stability of the Dominion, any Commander or Command Group officer may immediately take such actions as are deemed necessary to prevent damage from occurring or continuing to occur. These actions may include such things as instituting temporary bans or access suspensions. These actions are not designed to be punitive in nature. In all cases, such actions will be immediately reported to the Forces Commander and Executive Officer along with a report of the circumstances surrounding the incident. Pending the FC and/or XO’s review, either officer may elect to continue (or expand upon) such actions if they are deemed to be necessary to the continued security or stability of the Dominion and its membership.
- b. **Pre-Hearing Investigation and Charges** – The Chief Justice has the responsibility of conducting an initial review of the facts and circumstances surrounding the incident and will determine whether further charges are warranted. If the Chief Justice finds that charges are warranted, the member being charged shall be notified in writing of the charges against them. The Chief Justice will also schedule either a Command Inquiry or General Disciplinary Hearing as warranted by the seriousness of the charge. The accused member shall have the opportunity to present evidence in his/her defense for consideration during the inquiry/hearing, and shall have the opportunity to elect a General Disciplinary Hearing in lieu of a Command Inquiry. A non-response on the part of the accused member shall be considered to be a waiver of his/her rights to present evidence or request a General Hearing.
- c. **Hearing Procedures**

Command Inquiry – The Chief Justice will select a neutral and non-biased Dominion commissioned officer (Second Lieutenant or above) who holds a Command position to serve as the Investigating Officer. They shall conduct an impartial and thorough review of all of the evidence related to the case, to include any evidence submitted by the accused member. They may also elect to conduct any additional investigation as required. The Investigating Officer will determine whether or not the evidence, by a preponderance of the evidence, supports the charge(s). Upon completion of the investigation, the Investigating Officer will submit his/her findings to the Chief Justice for further actions (sentencing or closure of the case) not inconsistent with the Investigating Officer’s findings.

General Disciplinary Hearing – If the member is formally charged and a General Disciplinary Hearing is either required by the seriousness of the charge, or is requested by the accused, the Chief Justice shall convene the Disciplinary Panel in accordance with the established schedule. In the event a Justice is unavailable to serve or is tainted by bias, the next eligible member will service as the Justice for the case. The Chief Justice and four Justices will conduct a thorough review of the available evidence, conduct any additional investigation as required, and confer.

Individual Justices (including the Chief Justice) will vote whether or not the available evidence, by a preponderance of the evidence, supports the charge(s). The majority vote determines the case. If the Chief Justice is in the majority, he/she will deliver the opinion of the panel. If not, the senior-most member by rank will deliver the panel's opinion. The opinion of the panel shall include a sentencing recommendation.

d. **Conclusion and Sentencing**

Following a Command Inquiry or General Hearing decision of "not guilty," the Chief Justice will inform the accused member of the finding.

Following a decision of "guilty," the Chief Justice shall have the responsibility for sentencing. Sentencing will be in accordance with the guidelines outlined in this section.

For cases handled by a Command Inquiry, sentences may include:

1. Written letter of apology to affected member(s) or the Dominion as a whole
2. Written reprimand
3. Temporary access suspension (up to 30 days) from one or more Dominion communication systems which were materially related to the violation
4. Reduction in rank by one grade
5. Probationary membership status up to 30 days in length.
6. For provisional members only, termination of Dominion provisional membership and dismissal from the club
7. For probationary members only, termination of Dominion membership and expulsion from the club

For cases handled by a General Disciplinary Hearing, sentences may include:

1. Suspension from Dominion communication systems (no time limit)
2. Suspension of Dominion membership (no time limit)
3. Probationary membership status (no time limit)
4. Reduction in rank
5. Loss of awards
6. Termination of Command
7. Termination of Dominion membership and expulsion from the club
8. Other sentencing option as determined by the Chief Justice

- e. **Appeals** – Disciplinary decisions reached through a Command Inquiry may be appealed by the accused member by requesting, in writing, a General Disciplinary Hearing. Disciplinary decisions reached through a General Disciplinary Hearing may be appealed directly to the Forces Commander. The Forces Commander maintains final authority on all disciplinary decisions and may elect to reverse a decision of "guilty" or commute a sentence.

Article VI – Conduct Offenses

Section 1 – Definitions

- a. **Principals** – Any person who aids, abets, counsels, commands, or procures the commission of any offense under this Article, or who causes an act to be done which, if done by that person directly, would be an offense under this Article, shall be guilty as a Principal of the same offense.
- b. **Accessory After the Fact** – Any person who, knowing that an offense under this Article has been committed, receives, comforts, or assists the offender in order to hinder or prevent his/her

discovery, hearing, or punishment shall be guilty of the offense of Accessory After the Fact of the Principal's offense.

- c. **Conviction of lesser included offenses** – An accused may be found guilty of an offense necessarily included in the offense charged or of an attempt to commit either the offense charged or an offense necessarily included therein.
- d. **Attempts** – An act, done with specific intent to commit an offense under this Article, amounting to more than mere preparation and tending, even though failing, to effect its commission, is an attempt to commit that offense.
- e. **Conspiracy** – Any person subject to this agreement who conspires with any other person to commit an offense under this Article shall, if one or more of the conspirators does an act to effect the object of the conspiracy, shall be guilty of Conspiracy to commit the offense.
- f. **Solicitation** – Any person subject to this agreement who solicits or advises another to commit an offense under this Article shall, if the offense solicited or advised is attempted or committed, shall be guilty of Solicitation to commit the offense.

Section 2 – Offenses

- a. **Cheating** – Any person who, in any Dominion-recognized game platform, employs or causes to be employed any unauthorized cheat which affords a party or parties a marked advantage (which may include, but is not limited to, exploits, unauthorized modifications and/or third party software, bug-using, or any other action which is recognized as cheating in a specific game platform), shall be guilty of the offense of Cheating.
- b. **False Statements** – Any person who, with intent to deceive, signs or certifies any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be guilty of the offense of False Statements.
- c. **Forgery** – Any person who falsely makes or alters any signature to, or any part of, any writing which would, if genuine, apparently impose a legal liability on another or change his legal right or liability to his prejudice; or utters, offers, issues, or transfers such a writing, known by him/her to be so made or altered, shall be guilty of the offense of Forgery.
- d. **Alteration of Official Documents** – Any person who, without proper authorization or authority, alters or causes to be altered any official club records, documentation, or similar documents, shall be guilty of the offense of Alteration of Official Documents.
- e. **Failure to Obey Order or Regulation** – Any person who violates or fails to obey any lawful order, regulation, or policy, when such order, regulation or policy is recognized as official procedure of the Dominion, shall be guilty of the offense of Failure to Obey Order or Regulation.
- f. **Non-Compliance with Procedural Rules** – Any person, who causes unnecessary delay in the disposition of any case of a person accused of an offense under this Article, shall be guilty of the offense of Non-Compliance with Procedural Rules.
- g. **Disrespect Toward a Member** – Any person who treats a member in a disrespectful or contemptuous manner shall be guilty of the offense of Disrespect Toward a Member.
- h. **Disrespect Toward a Superior Officer** – Any person who treats a superior officer in a disrespectful or contemptuous manner shall be guilty of the offense of Disrespect Toward a Superior Officer.
- i. **Insubordination Toward a Superior Officer** – Any person, who treats with contempt or is disrespectful toward a superior officer, while that officer is in the execution of his/her official duties or office, shall be guilty of the offense of Insubordination Toward a Superior Officer.
- j. **Espionage** – Any person who, with intent or reason to believe that it is to be used to the injury of the Dominion or to the advantage of another club, communicates, delivers, or transmits, or attempts to communicate, deliver, or transmit, any proprietary, sensitive, or restricted Dominion information, documents, or materials, shall be guilty of offense of Espionage.
- k. **Abuse of Authority** – Any person, who commits an act that involves the use of officially granted authority to

1. further a vendetta against a member, to include (but not limited to) the blocking of promotions, awards, appointments, vilifying that member, or damaging his/her reputation and/or prospects of a position, promotion or award; or
 2. exceed the scope of authority for which that person is granted,
- shall be guilty of the offense of Abuse of Authority.
- l. **Conduct Unbecoming of a Member** – Any member, who commits an act which reflects poorly upon the good reputation and standing of the Dominion, to include (but not limited to) acts which are immoral, rude, or insulting, shall be guilty of the offense of Conduct Unbecoming of a Member.
 - m. **Conduct Unbecoming of an Officer** – Any Dominion commissioned or warrant officer, who commits an act which reflects poorly upon the good reputation and standing of the Dominion or Dominion Officer or Warrant Corps, to include (but not limited to) acts which are immoral, rude, or insulting, shall be guilty of the offense of Conduct Unbecoming of an Officer.

Administrative Data

The proponent officer for this document is the Dominion Gaming Executive Officer (XO). Submit corrections or updates to this documentation directly to the XO.

Revision History:

- 3.1 – 9 September 2011