Staff Code of Conduct

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1. Introduction

1.1 Purpose

This document establishes the guiding principles and standards for crew members, officers, and administrators within Lighthouse. It is intended to ensure that all actions taken by members of leadership with special privileges are for the benefit of the community and uphold the integrity of our community and team.

1.2 Scope

This Code applies to all individuals holding staff roles, which includes crew and officers. It governs the proper use of these powers and outlines the expected behavior and responsibilities of officers.

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2. Definitions

- **Crew Members:** Members of the community that volunteer to assist the officers with specific roles.
- **Officer:** Members of the community who have been granted special permissions for the purpose of helping to guide the direction of the server and community.
- **Staff:** A general term used to describe a person who is either Crew Members or Officers.
- **Admin/Moderator:** Specific roles within the officers responsible for day-to-day management and enforcement of community rules.
- **Op Powers:** Elevated abilities or commands that allow Staff to modify game mechanics, enforce rules, or access restricted areas. These powers are strictly for administrative purposes.

3. Core Values and Principles

Christ-Like Behavior: All staff members are expected to act as much as possible in accordance with a Christ-Like attitude, focusing on patience, holiness, humility, and leadership.

Community First: All staff members must prioritize the well-being and interests of the community over personal gain.

Transparency: All actions taken with special privileges should be open and, where appropriate, documented so that they can be reviewed by other staff or used to justify the reasoning behind decisions made by staff members.

Integrity: Officers are expected to act honestly, fairly, and consistently in all matters relating to their role.

Respect: Officers should treat all community members with courtesy and professionalism.

Leadership Mindset – Humble, Hungry, and People Smarts:

- **Humble:** Staff should demonstrate self-awareness, acknowledge both strengths and weaknesses, and prioritize the team's success over individual recognition.
- **Hungry:** Staff are expected to be proactive and driven—striving for continuous improvement and showing a genuine passion for advancing the community's mission.
- **People Smarts:** Effective leadership requires strong interpersonal skills; staff should be adept at understanding, communicating with, and resolving conflicts among community members to foster a positive and collaborative environment.

4. Roles and Responsibilities

4.1 Officer Duties

Monitoring: Regularly oversee community interactions to ensure adherence to established rules.

Intervention: Step in to resolve disputes or enforce rules when necessary, always aiming for a fair resolution.

Maintenance: Ensure that the community remains a safe, welcoming, and engaging space for all players.

4.2 Appropriate Use of Special Powers

Administrative Use Only: Special powers are to be used solely for maintaining community order, addressing emergencies, or enforcing rules.

No Personal Advantage: Officers must not use their elevated privileges to gain personal benefits or advantages in gameplay.

Documentation: When a significant action is taken using special powers, it should be logged in the appropriate Discord channels for transparency with the other officers and, if appropriate, communicated to the community.

5. Guidelines for the Use of Special Powers

5.1 General Guidelines

- **Survival Server:** Our community is a mostly survival experience, and as such each member playing should not receive any special treatment. If it is not part of survival, or part of a plugin accessible to the community, it should not be used. This includes staff members.
- **Threshold for Intervention:** Officers should only employ special powers when a situation clearly requires administrative action. For example, to resolve serious rule violations or emergencies, or to correct an issue caused by an administrator maintenance action.
- **Proportionality:** The measures taken should be commensurate with the severity of the issue.
- **Post-Action Review:** Significant actions taken using special powers may be subject to review to ensure compliance with this Code.

5.2 Special Powers

These guidelines can be summarized in this: All players of the server, including officers, are playing Survival Minecraft. No player, especially officers, should have an unfair advantage over other players.

- **Op** - Op powers should not be enabled or used by staff when the powers are not needed to execute an action.
- **Creative Mode -** Creative mode can be used when an officer is going to help with a staff position. Often times this is required before teleporting to a user to ensure that the officer is not going to be accidentally killed or suffer negative consequences from attempting to help out users. Ensure you return to Survival Mode before resuming normal game play.
  - Using creative mode powers such as generating items should not be done unless absolutely needed
  - Using creative mode to fly around outside of where normal players can fly should not be used unless absolutely necessary
- **Teleportation** - Using any means of teleporting that is not generally accessible to the community should not be used by officers unless in the service of helping the community with something that is not part of the normal Survival Minecraft experience.

    - Example 1: a lag spike causes someone to fall infinitely through the floor, you can teleport them back to ground level
    - Example 2: There is an issue with someone's claim that is locking a player down or preventing them from recovering their grave, teleportation can be used to help them
- **Spectator Mode** - Spectator should only be used when needed to observe what certain players are doing when it is suspected that admin intervention may be needed. This is not to be used for flying around to find resources (diamonds, biomes, etc) or to spy "just for fun".

6. Conflict of Interest

Avoidance: Officers must avoid situations where personal interests conflict with their duties to the community.

Disclosure: Any potential conflict of interest must be disclosed to a senior administrator or the designated review committee.

Recusal: Officers should step back from decisions where their impartiality might be compromised.

7. Accountability and Enforcement

Reporting: Community members and fellow officers are encouraged to report any perceived misuse of special powers or violations of this Code to any of the officers in Discord.

Consequences: Breaches of this Code may result in disciplinary action, ranging from a formal warning to suspension or removal from the officer role.

Review: If alleged allegations are made they may be investigated by crew and officers. The incident, reporting party, any evidence discovered, and actions taken by officers to rectify the situation will be documented, which will be accessible by the community. This is to ensure full transparency of staff and their interactions with the community.

8. Review and Amendment Procedures

Periodic Review: This Code will be reviewed periodically to ensure it remains relevant and effective.

Amendment Process: Amendments may be proposed by any officer and must be approved by a majority of the officers.

9. Acknowledgment

By accepting an officer role, you confirm that you have read, understood, and agreed to abide by this Community Officer Code of Conduct. Failure to adhere to these standards may result in disciplinary measures, including removal from your position.

By taking on your role, you pledge to uphold these principles and work diligently for the betterment of our community.