

The Nighthawk Imperium

Competency Committee

Competency Committee Guidelines

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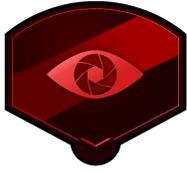
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Overview

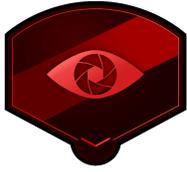
The Competency Committee serves as a Progression Sub-Committee, whose members will ensure that Officers remain competent in their disciplinary actions by cross-checking punishments to ensure all are logged, ensure that proper and fair punishments are given, and Officers correctly use their powers. Competency Members will work hard in set scheduled rotations and those who have proven themselves capable have the possibility of attaining either Assistant or Department positions within the sub-committee. Competency Members are expected to excel in professionalism, maturity, personal responsibility, and efficiency. The Competency Committee serves as a pathway to the Justice Committee (*First-Lieutenant+*) through recommendation for hard work sought after in JC as well.

General Competency Committee Positions

This section will generally outline the duties the Competency Committee conducts while serving in this subsection. The Competency Committee operates by investigating and checking punishments to ensure all punishments are logged and are fair. If found a punishment is not logged a Competency Member may file a Competency Report which is read by the Competency Auditor. The competency Auditor will keep track of the number of warnings served to an Officer and notify the Competency Magistrate if an Officer accumulates three or more unlogged punishment warnings. If a punishment is found abusive or unfair, the Competency Magistrate should be contacted.

Cross-Checking Logs

Competency Members are tasked with checking the Audit, Mute, Border Messages Channel & Border Logs, as with the Punishment Logs channel to ensure all punishments are properly logged. All logs are required to have evidence. All punishments must be logged regardless of rank or if they have admin through TNI or a Division, except for IPC agents and members of the Administration who do not have to log punishments.



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Officers have 24 hours to log punishments, except for Royal Guard members who have 48 hours.

- ❖ When checking punishments through the mute logs and border logs there is a set system on marking logs. For punishments that have been logged the :white_check_mark: emoji should be added. For punishments that have not been logged but have not hit the 24 hour mark the :chart_with_upwards_trend: emoji should be added. If the punishment still remains unlogged after the 24 hours have passed, the :x: emoji should be added and a Competency Report should be sent.

Ensure Punishments Are Properly Logged

On top of checking that all punishments are logged, Competency Members are also to ensure that punishments are properly logged. The proper format for a punishment can be seen below;

- ❖ Punisher | Punishee | Location | Punishment | Reasoning | Time + Date | Evidence

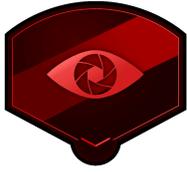
Evidence is required for all punishments. Combat-related exploits (aimlock, HBE, etc.) must be confirmed by any member of the Exploit Investigation Committee, and it should be included in the punishment log that it was approved. Note that blatant aimlockers can be server banned while they get confirmation from a proper user.

Judge Punishments On Fairness

It is also the responsibility of the Competency Committee to judge questionable punishments they see if it is a fair and reasonable punishment. Moreover, the Competency Committee is also required to check if the punishee has been warned through the !pm command before getting punished. If you find a punishment you believe is unjust or too harsh, the Competency Magistrate should be contacted.

Detect Cross-Officer Punishments

Another job of the Competency Committee is to keep an eye out for Sub-officers or Officers punishing higher-ranking members. If such punishment is found, the



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Competency member will need to submit a Cross-Officer Punishment Report Form. Committee members should be reminded that a First Lieutenant punishing a Second Lieutenant or a Colonel punishing a Captain should not be counted as Cross-Officer Punishment.

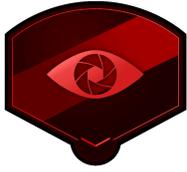
Look for misuse of administrative commands

Competency members should also be looking for divisional officers, sub-officers, or officers who misuse the !respawn by respawning someone an excessive amount of times, by respawning someone multiple times within 30 seconds, for those who misuse the !m or !pm command by not using it for its intended feature, or look for anyone who tbans or mutes someone for longer than the allowed limit. Note that IPC and the administration are exempt from these rules. If a member believes someone has misused their administrative commands, they should contact the Competency Magistrate immediately.

Evaluate Interactions with Officers

All Competency Committee members have the task of submitting an Officer Interaction Evaluation form weekly, either at TGC, at an event or on discord. Within these forms, you are to rate an interaction you've had with an Officer (SLT+) based on maturity, how they enforced rules, their competence, and conduct. Each of these categories is expanded upon within the evaluation form and must be ranked with a 1-5, 1 being the worst, and 5 being the best. If you have found an officer to be failing this evaluation, meaning they get less than a total of 12 points, then you are to notify the Competency Committee Magistrate or the Interaction Chief as soon as possible as well as submit the evaluation. More information can be found in the [Officer Interaction Evaluation Guide](#). Anything 15 point or below points is grounds for notes, so the "minimum" for not being contacted is 16 points in an OIE.

Quotas for this task reset every Saturday at 11:59 PM EST. If the required quota of 1 Officer Interaction Evaluation (OIE) is not completed, a quota strike will be issued. Obtaining 3 quota strikes will result in your removal from the Committee.



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Committee Positions

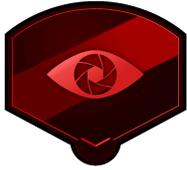
Competency Magistrate

This individual is the overseer of the Competency Committee. It is their duty to manage the Committee ensuring diligence and timely task completion. It is also their duty to take note of Competency Members who excel beyond the expectations of other Competency Members for Assistant or Department positions. The Competency Magistrate holds an honorary department level position in the Justice Committee.

Competency Department

The Competency Department is composed of 6 individuals who each manage a specific portion of the committee. These 6 positions are listed below.

- **Executive Assistant** - Assists with all other teams tasks and duties and acts as a deputy to the committee, even taking lead when the Magistrate is in absence. They are the “Magistrates Assistant” and count as a department spot.
- **The Interaction Chief** - Manages the Officer Interaction Evaluations, along with the in-training mentoring of members. They also share the task of maintaining the watchlist alongside the Progressional Chief.
- **Competency Statistician** - Manages the border log and officer interaction evaluation statistics. This individual collects the data used to supply medals from the committee, and ensures that statistical information present is correct.
- **Competency Auditor** - manages the Competency Reports as well as distributing warnings. They are also tasked with doing occasional “sweeps” of the border-logs to ensure that all logs are seen to.
- **Progressional Chief** - Manages the Senior Rank Program within Competency. They are to keep track of Seniors designated quotas and tasks throughout their time within the program itself. They are the primary department member tasked with entrance into the program for aspiring Competency Members.
- **The Floater** - Manages floaters and make them be able to replace any resigned or exempted Assistant, and replaces department members when required.



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Competency Assistants

There will be 5 Competency Assistants at all times, with the Assistant Program serving as a step between normal members and department members. Each Assistant will be assigned to a Department Member to assist with their tasks, delegated by the Department Member themselves. *The only exception being the Executive Assistant who does not receive an Assistant.*

Competency Senior

Experienced members within the focus may be given the rank of Competency Senior, which comes with an altered quota compared to normal members, that being performing OIE's on officers listed on a watchlist, or investigating cases of poorly behaving officers within TNI.

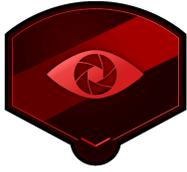
In order to get promoted to senior, a member must match, or exceed, the following requirements:

- Be a member for at least two months
- Have not received any punishments within the last two months
- Did not receive a strike within the last month, and has no current standing strikes
- Submitted 10 accepted OIE's since the last join of the focus
- Generally active within CC

Potential candidates are gathered regularly, and will be nominated by the department based off of the candidate(s) interested.

Competency Member

Competency Members make up the majority of the committee. Competency Members are responsible for following and completing the general duties listed above. During assigned shifts, they will cross-check various logs with punishment logs to ensure all disciplinary action is properly logged.



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Competency In-Training

Each Competency Committee member who has passed the application must go through this phase within 2 weeks of being accepted into Competency. They are required to fill out an OIE, which then must be approved as a valid evaluation by the Competency Magistrate or Interaction Chief, pass a mentoring program examination, and finish a 12-hour shift. Once finished, the member will automatically be promoted to a Competency Member.

Punishments

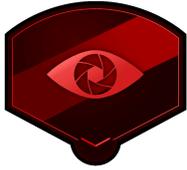
This is the list of disciplinary punishments that can be issued if the Competency Committee finds an Officer guilty of misusing their permissions or failure to complete their duties. It is important to note that Competency Committee members cannot give out disciplinary punishments and if one is needed, they will be dealt out by the Competency Magistrate.

I. Unlogged punishment warnings

A simple verbal warning that is given to a person for failure to log a punishment. This is just to serve as a reminder to log punishments given out by the person and is usually handed out by the Auditor. These are not official punishments, but multiple warnings can lead to harsh disciplinary consequences.

II. Failed OIE warnings

Any individual who is hosting the rank between Second Lieutenant and Colonel is expected to pass their OIE in scores of 15. Those who score between 13 to 14 will receive a DM from the Interaction Chief as a reminder. This reminder can lead to an official warning in the future. Those who score below or equal to 12 in an OIE will result in an official warning. Getting 3 OIE warnings can result in Disciplinary Strikes or a demotion based on the actual situation.



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III. Disciplinary Strikes

Disciplinary Strikes are much harsher punishments given to Officers and can be given for a few reasons. This punishment is the result of multiple warnings or found to be misusing the permissions entrusted to them.

1. If an Officer reaches 3 warnings for not logging punishments they will receive a disciplinary strike.
2. If an Officer is found to have repeatedly given poor punishments that are unreasonable they may receive a Disciplinary Strike.
3. If an Officer misuses the respawn command after already having received a severe warning.

IV. Demotions

A demotion is the most severe sentence that may be given out. It is the result of numerous unlogged punishments after many warnings or accumulating two disciplinary strikes.