



Last Updated: June 23, 2024

If you see someone breaking one of these rules, nudge them politely first. If it does not resolve itself, contact a CM, or GM, right away.

Be sure to make a record of this in the form of logs, screenshots, testimonials, or a list of people who witness it. Notably: Minecraft server logs are possible to get but hard to go through, and it is impossible to find anything without any sort of reference to go off. Please do not rely on us to pull out the logs and bring your own; it should be automatically recorded in most cases and found in `.minecraft/logs`!

Section 1: Staff Guidelines and Rules

- 1. Staff members are not above regular members. They are not exempt from the normal [rules](#) and [terms of use](#). They are expected to not only uphold them like everyone else, but are held at a higher standard.**
 - a. As a staff member, your behavior will affect how *all members of staff* are seen by the non-staff members of the community as well as the public. You are someone people can look up to and trust. All work put into the server is appreciated, but we must put our trust and integrity first and foremost, and action will be taken if that trust and integrity is damaged.
 - b. This position also includes the responsibility of making sure others uphold the rules. This includes, but is not limited to trying to help resolve/de-escalate any escalation situation, as well as reporting any offenses they see or contacting a CM or GM as needed.
- 2. Staff members must work to make sure Toro, on and off-server, is a positive, friendly environment focused on improvement and personal growth.**
 - a. Staff members will respect and help players in any aspect that they feel comfortable. There is an expectation that all staff members will help others improve in their RP while providing a fun environment.
 - b. Staff members are expected not to speak derogatorily towards or about players and other staff members via any media officially moderated by the GM staff. This includes Official Discord chats (text and voice), on the server, and the forums. Staff chats are included in this, even if they are not accessible to the public.

3. Staff members will remain in survival mode, unvanished, and shown on the DynaMap unless performing a task that requires otherwise.

- a. Staff members will not knowingly observe interactions between any players, or other staff, without receiving prior consent. This is to ensure there is privacy for other staff members and players.
- b. Under no circumstances will a Staff Member use their permissions to gain an unfair advantage over non-staff members. This includes but is not limited to: spawning in items, using Pixelmon enhancements from creative, and/or using spawned-in rare candies to level up Pixelmon for the benefit of themselves or another player. These and similar actions require permission from the GM-team.

4. Staff members will not be disrespectful, even in cases of disagreement.

- a. While differences of opinion and disagreements are mostly unavoidable and we all experience frustration from time to time, we cannot allow that frustration to translate into personal attacks. An environment where people feel uncomfortable or threatened is not a productive or creative environment. Staff must resolve disagreements and differing views constructively.
- b. When sharing your views, do so in an appropriate manner; this means treating others how you want to be treated in return. No matter what your position is, behind the monitor, there are other humans with their own feelings, thoughts, and experiences which you must respect. Working together and helping each other understand and work through shortcomings will provide more meaningful growth.

Section 2: Staff Disciplinary Policy

Before almost any action is taken, all information will be looked over and involved parties will be contacted so everything can be taken into account.

Do not be afraid to contact staff members about issues because you are worried about the chance of a ban over something that might be a misunderstanding or miscommunication. It is understood that there are many factors that go into any situation, and each case is handled carefully.

Disciplinary Action

If any rules are broken, action will be taken based on the severity of the situation as well as previous offenses. More severe cases or repeated minor offenses might lead to a higher level of discipline. Non-disciplinary actions may be taken, as well as no action if an issue is resolved without issue.

- **Informal Warning:** When a minor problem occurs it will be brought to your attention by a GM or a CM. If the problem is something like mishandling a situation, it could be an even lighter warning. Generally, informal warnings are not considered to be an issue unless they build up or inappropriate behavior is displayed.

- **Formal Warning:** When a less minor problem occurs, you will be given a more formal warning by a GM or a CM. They will go into more detail on the issue, giving information on why it might be inappropriate if needed, and providing advice on how to avoid the problem in the future.
- **Improvement Plan:** If you are a valuable member of the team but are consistently creating issues, a document laying out consistent issues and providing appropriate advice will be provided to help remedy the behavior. If you acknowledge your shortcomings and agree, you may stay on staff but will be evaluated carefully to ensure you make progress and improve. If problems continue or worsen, you may face suspension or removal.
- **Staff Suspension:** In cases where a staff member is displaying inappropriate behavior or having recurring problems, they may be temporarily suspended from the staff. This involves having any positions and abilities taken away for a given period of time before being allowed to return on an improvement plan.
- **Staff Removal:** In severe situations, or cases where assistance has been ineffective, you may be removed from the staff. This action may also be taken in cases where you are inactive as a staff member for some time.

Appeal / Reapplying

If you do not agree with a disciplinary action that took place, you may discuss it further with a GM or the person who issued the warning. When doing so, remember to remain polite and maintain appropriate behavior.

You may provide more information or additional context that might give supplementary insight into a situation. This information may or may not change the stance taken or provide some leniency.

If you have been removed from the staff, you are allowed to reapply at any time. However, you will only be accepted if you have shown growth since you were removed.

Section 3: Activity Requirements

Toro Staff members are required to be active on Toro as players, and cannot exist solely as staff members. Our staff should be engaged with Toro in a similar manner as our players, playing as their own characters to interact with the world. This will allow them to better guide new and struggling players- as well as plan and DM events with the current playerbase in mind. This also allows our staff to passively act as role models through example, showing players how to conduct themselves in RP outside of events.

We'll typically try to communicate and reach out before removing anything to see if there's something we're missing, so you don't have to worry about suddenly being kicked off! The few

situations we wouldn't contact someone is if they have been gone from the community for some time without saying anything.

How much time do I have to spend as a player?

There's no strict "rule" as to how long you have to be an active member of the community for- no defined ratio on how much time you have to spend working compared to roleplaying. We are simply keeping an eye on folks to gauge activity and involvement with the world, just like we do when people apply for positions.

What if I can't play my character?

We completely understand that there are times our staff can't do stuff as a player due to either real life situations keeping them away; work, school, health, and happiness should always be your priority. Additionally, we know and understand there are times when folk are unable to act as a personal character- such as when their only character dies, when they're in the hospital, or any other number of roleplay reasons. If you don't think you can do stuff for some time just make sure you communicate with the admins; we're likely to understand!

Why is there an activity requirement?

We want to make sure our staff are folk who truly wanna be in the position and the roleplay part of the community. We also don't want to have staff who are no longer a part of the server but stay in their positions, inflating the number of staff so there's actually less 'real' staff than we thought.

It's important to us that all staff are still players and enjoying themselves, even with the staff badge. Toro should not just be a place of "work" for our staff, we're not here to drain you and throw you out. It's not healthy for you, mentally or emotionally, and we will not encourage behavior or mindsets from our staff that is ultimately self-destructive. We hope that keeping an eye on this will allow us to nip such things in the bud.

If you have any questions or concerns, or need to step away for a bit with the intention of coming back, please contact an Admin!