Disciplinary Policy

Document Version 1.1



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Chapter 1

1-1. Overview

This document outlines the 3rd Infantry Division's policies on Disciplinary Procedures. This policy outlines the process, procedures and outcomes of various forms of separation with the unit.

1-2. Attempted Breaches

Any action that is carried out by a unit member which breaks an article, whether successful or not, is still considered to be in breach of that article.

1-3. Retroactive

Any member who has received a Retirement or Honorable Discharge may be retroactively disciplined and their discharge status updated accordingly if they breach Articles

Chapter 2

2-1. Articles of Conduct

Below are the articles of conduct within the 3rd Infantry Division.

Article 1: General Article

Soldiers are expected to strive to live up to the Army Values. Any breach of this expectation that is not covered by any listed Article here may be pursued at the discretion of command under the General Article.

Punishment Type: Severity to be determined upon initiation of the article.

Article 2: Attempts

An attempt to break a rule occurs if an individual has means and takes a substantial step toward completing the offense, but for reasons beyond the power of the individual, the final resulting offense does not occur.

Punishment Type: Non-Judicial Punishment

Article 3: Conspiracy

A conspiracy is an agreement between two or more persons to commit an offense at some time in the future.

Punishment Type: Severity to be determined by the nature of the offense .

Article 4: Disrespect towards a superior

Showing contempt or official disrespect to a superior in a unit environment, including but not limited to: Discord and Teamspeak channels, game channels, texting, phone calls, website, or other means.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 5: Failure to obey an order

Failure to follow a reasonable order of a superior (due to lack of will rather than lack of execution).

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 6: Mutiny and Sedition

Mutiny is a criminal conspiracy among a group of people to openly oppose, change, or overthrow a lawful authority to which they are subject. Sedition is an overt conduct, such as speech and organization, that tends toward insurrection against the established order.

Punishment Type: Judicial Punishments

Article 7: Aiding the enemy

Rendering assistance, information, and aid to either a rival competitive unit or a unit we are in open conflict against.

Punishment Type: Judicial Punishments

Article 8: False statements

Lying on the record or at any instance. Also to lie, change, or obscure facts when giving a statement or an account of facts on the record.

Punishment Type: Non-Judicial Punishment

Article 9: Provoking speech

Speech designed to provoke a response, including to insult, injure or bait the target.

Punishment Type: Non-Judicial Punishment

Article 10: Conduct unbecoming an Officer

Conduct that reflects badly upon the reputation and standing of the 3rdID by an officer rank.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 11: Abuse of Power

The action of taking one's position and violating the trust of such. To use a higher position or rank in an action against another that does not fall under the rules.

Punishment Type: Judicial Punishment

Article 12: Electronic warfare

Electronic Warfare including DDoS, SWATing, or any form of hacking or use of programs to simulate such attacks against a member or the unit's systems.

Punishment Type: Judicial Punishments

Article 13: Vilifying Speech

Demeaning or harassing speech based upon a member's race, gender, religion, sexual orientation, any mental and/or physical disabilities or illnesses.

Punishment Type: Judicial Punishments

Article 14: Intimidation

The use of threats of any form to compel a member to do the wishes of another.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 15: Extortion/Blackmail

To ask or demand services under threat.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 16: Fraudulent enlistment

To lie on the enlistment form by altering age, or other factors.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 17: AWOL

To not muster (Report In) or contact one's superior for a period of two weeks.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 18: Cruelty and maltreatment

To unrightly or maliciously abuse a member for one's personal satisfaction.

Punishment Type: Judicial Punishments

Article 19: Misbehavior before other units

To act unbecoming or in a way that humiliates the 3rdID before another clan or unit.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 20: Espionage

To join another unit or be in one and spy on the 3rdID on that unit's behalf.

Punishment Type: Dishonorable Discharge immediately with no eligibility for reenlistment.

Article 21: Wrongful Destruction of Property

Any intentional and wrongful destruction of vehicles, buildings, or assets in a supported game.

Punishment Type: Non-Judicial Punishments

Article 22: Certification of Use of Property

Any aerial vehicle in Arma or other games may only be piloted by those certified by the 3rdID to be qualified. Any member may be authorized by Officers or any Platoon Level Senior NCO.

Punishment Type: Non-Judicial Punishments

Article 23: Drunk on duty

To be heavily drunk and unable to control one's self while on Teamspeak, the games, or other official channels.

Punishment Type: Non-Judicial Punishments

Article 24: Wrongful use of controlled substances

To be under the effects of recreational substances and unable to control one's self while on Teamspeak, the games, or other official channels.

Punishment Type: Non-Judicial Punishments

Article 25: Mopery

Do not Intentionally AFK while in the DFACS channel on TS.

Punishment Type: Non-Judicial Punishments

Article 26: Sexual Harassment

To harass another member pertaining to gender, sexual preference, or the like.

Punishment Type: Immediate suspension from the unit pending an investigation by command. If found responsible, immediate removal from the unit with no eligibility for reenlistment.

Article 27: Ban-Evading/Stalking

To avoid bans, blocks, and further so continue to instigate contact with someone who has asked to not be contacted further.

Punishment Type: Judicial Punishments

Article 28: Larceny and wrongful appropriation

While we cannot stop people from pirating or the like, we will punish anyone who goes about on our forums or communication bragging or giving links to such.

Punishment Type: Judicial Punishments

Article 29: Forgery

Creating fake images, documents, and other official notices.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 30: Military Impostor

To falsely claim military service without proof.

Punishment Type: Immediate suspension from the unit pending an investigation by command. If found responsible, immediate removal from the unit with no eligibility for reenlistment. Impostors will be reported to appropriate authorities and agencies as warranted.

Article 31: Out of Uniform

To not have the proper format of your name and rank on discord. Also Fireteam leaders and above must have their steam name listed with rank and unit name. Reference the Display Names Policy.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

Article 32: Teamkilling

Members shall not, with intent, kill fellow members. This includes intentional non fatal wounds.

Punishment Type: Non-Judicial/Judicial Punishments determined by the nature of the offense.

2-2. Infraction Types

Judicial Punishments: Removal from the Unit

Non-Judicial Punishments: Verbal Counseling (VC), Written Reprimand (WR), Demotions, Suspensions(TIS/TIG freeze), Bad Spot Report (BSR), Written Essay (Essay)

2-3. Disciplinary Procedure

We utilize a pre-outlined system which enables members of the unit to understand how our disciplinary process works.

- Step 1: Punishment will be decided at the appropriate level and read to the Soldier (with SL, PSG, PL present; TL is optional) within 7 days of incident.
- Step 2: Leadership applying the punishment will meet with the chain of command for the Soldier at question prior to reading the punishment. Soldier will be brought into the meeting room and the senior officer will read out the details of the incident and the punishment to be applied.
- Step 3: Soldier will be provided the opportunity to provide a rebuttal for the punishment to be applied. If the soldier chooses to rebuttal the punishment, then they will state their care and then

leave the room. The Senior Officer and the chain of command will decide any adjustment to the punishment and bring the Soldier back in. The Senior Officer will then inform the soldier at question of the adjusted punishment (if not adjusted, the Senior Officer will inform the soldier at question the punishment will not change).

- Step 4: The soldier at question will have the option to rebuttal the finalized punishment. This rebuttal will go to the next Senior Officer in Charge. The decision of the next Senior Officer in charge will then have 7 days to meet with the soldier, receive the rebuttal, gather any additional details necessary, and make a decision. The decision of the next Senior Officer in charge will be final and they have the authority to adjust the punishment as they see fit. If the rebuttal is for a punishment initiated at BN level, then it will come to c-staff for a full discussion.

2-3a. Authorized punishment level

- Platoon and below Authorized actions;
  - Essays or equivalent punishments

- Company authorized actions;
  - Article 15's, demotions (PV2-SPC), TIG Freeze, probation periods up to 6 months or any punishments covered in PLT and below actions

- Battalion authorized actions;
  - Discharges, demotions (CPL-SFC), probation periods beyond 6 months, or any punishments covered in Company or PLT and below actions.

Chapter 3

3-1. Policy Diversions

Battalion Commander and Company Commander have the authority to divert from all above mentioned Policies by utilising an "Exception to Policy" or ETP. An ETP is an authorized action, approved by a Commander, to divert from an established unit policy. ETPs will be decided on a case-by-case basis and are not considered precedents for updating policies within the unit. ETPs can be delegated to be managed by a Commander at a specific echelon. If those specifications are identified, they will be listed below by the echelon of Commander. If the ETP is not specified by a specific Echelon of Command, then it will be decided between the Company and Battalion Commander of who will have the authority to manage that specific ETP.