



SCP Foundation
Code of Conduct

Document Classification:
Official - Foundation Personnel Only



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Foreword

"As a member of the on-site personnel team, you are expected to behave professionally and appropriately at all times. This expectation is a cornerstone of the wider Foundation. Without it, we would surely fail to meet those who would desecrate our vital work. All those here with me on site are equal in the eyes of the administration. Those who violate the Code of Conduct are by extension violating the principles that the Foundation was built on - and as such must be punished."

Site Director Jane Bellingham, 19██

Enclosed in this document is the official Foundation Code of Conduct issued by Foundation Command. The Code of Conduct proclaims a set of principles that all on-site personnel are to be held accountable for, whilst performing their duties. This includes standards of professionalism, responsibility, and protocol.

Those who are found to be guilty of violating the Code of Conduct are to be appropriately judged and/or punished by members of the Internal Security Department, Site Administration or Foundation Command.



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Section 1 - Administrative Conduct

[1.1] Executive Parties

All violations of the Code of Conduct are to be dealt with by members of the Internal Security Department, Site Administration, or Foundation Command in severe cases. Incidents involving unfair treatment, personnel rights, and unethical treatment are instead to be reported to the Ethics Committee for further investigation.

[1.2] General Standards

All departmental leaders are to hold the Code of Conduct as a baseline for how their specific department should behave, and as such should promote the Code of Conduct at all times - additionally making an effort to contact the Internal Security Department/Site Administration when necessary.

[1.3] Conduct Verdicts

The agreed-upon verdict given by the Internal Security Department regarding a conduct violation is final, Unless rescinded by Site Administration or Foundation Command

Initial verdicts given by the Internal Security Department may be challenged and presented to Site Administration. If Site Administration accepts the case, they may alter the given verdict. Should an administrative member of the Internal Security Department [Inspector/Commissioner/Director.] find this ruling unjustified, they may contact Foundation Command.

- Verdicts by the Director of the Internal Security Department may only be altered by Foundation Command.



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[1.4] Tribunals

The Foundation Justice System & its cases are hosted to provide a just and fair verdict on cases of Code of Conduct, Code of Ethics & Legal Codex Violations. Tribunals will be hosted publicly unless an administrative member of the Internal Security Department, Site Administration, or Foundation Command declares it to be classified.

All evidence used within these cases must meet a set of criteria before being considered as applicable evidence, which can be viewed within the Foundation Court Justice System document.

Should someone attempt to prosecute a member of Alpha-1 or Omega-1, the prosecutor will need to obtain proper approval. Site Inspector approval is required for Alpha-1 and Ethics Member approval is required for Omega-1.

All defendants have the right to not self-incriminate. The defendant cannot be made to testify against themselves even if they were told to by a member higher in the chain of command.

A person cannot be prosecuted twice for the same offence.

All person(s) being prosecuted must be given a three day notice prior to the tribunal taking place to ensure both sides are ready, this however doesn't extend to the Lower Court of Internal Security. Members of Internal Security Department leadership, Site Administration, or Foundation Command must also be notified depending on the case.

[1.5] Executive Equality

The Internal Security Department and Site Administration are expected to deal with any case or event in a fair and just manner. In the case of suspicion of unequal treatment or bias from personnel dealing with the incident, they may call upon the Ethics Committee to offer a third-party view.



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[1.6] Evacuation Procedures

In the case of a code black that is declared within the facility, all non-combative personnel are to evacuate to the surface zones immediately. Personnel should remain within the boundaries of the site unless ordered to leave by a member of Site Administration or above. All personnel must act in a calm and collected manner and adhere to all instructions provided.

- All departments and regiments are to adhere to their assigned duties to ensure the safety and security of the evacuation order.
- All senior personnel must ensure that their department adheres to its assigned tasks. These tasks may be changed by Site Administration or Foundation Command.

[1.7] Emergency Declassification

In the event of an emergency, members of the Site Administration or MTF LTCOM+ are authorised to declassify certain information relevant to the situation to ensure the safety of all Foundation personnel on-site.

[1.8] Keycard Administration

Foundation Command, the Recordkeeping and Information Security Administration, and Site Administration hold authority over the issuance, replacement, and modification of Foundation keycards. CL4+ personnel may make administrative requests related to keycards, subject to identity verification and operational need.

Administrative staff are empowered to approve or deny requests at their discretion. CL4+ personnel may request cards for investigative or operational purposes, but all issuance must be logged and justified.

Unauthorized or malicious duplication, tampering, or creation of keycards (by hacking or impersonation) constitutes a security breach and will result in disciplinary action dependent on severity. Any keycard creation or issuance may be subject to investigation by the Recordkeeping and Information Security Administration.



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Section 2 - Personal Conduct

[2.1] Professional Standards

All personnel must act in a professional capacity whilst on site. Their duties must be upheld at all times.

[2.2] Performance Standards

All on-site personnel must carry out their respective duties to the best of their ability and knowledge. Therefore, personnel must abide by the standards set by their departmental leadership.

[2.3] Clearance Level Access

Personnel are to only enter areas that they have the appropriate clearance level for and have received permission from proper personnel when entering their respective areas. For example, clearance level four personnel must receive permission before entering MTF Alpha-1 bunks.

[2.4] Foundation Loyalty

Personnel must never engage in behaviour that is dishonest or contrary to the goals of the Foundation. All personnel are expected to behave in a manner that represents their role and the interests of said role to the best of their ability.

[2.5] Improper Behaviour

Foundation personnel must not engage in improper behaviour. Improper behaviour is defined as "Behaviour that is unsuitable or unrelated to the profession of a member of personnel". Examples of this include:

- Smoking while on duty.
- Drinking while on duty.
- Using non-prescribed or illegal drugs that don't pertain to your job.
- Making animal sounds, or acting as though you are an animal while on duty.



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[2.6] Malicious Behaviour

Foundation personnel must never engage in behaviour intended to harm or hinder other personnel. Malicious behaviour is defined as "Behaviour that is intended to harm, inconvenience or otherwise disrupt others". Examples of this include:

- Engaging in the spreading of false information.
- Operating doors or facility controls with the intention of inconvenience.
- Breaking Foundation property such as security cameras or by initiating door faults.
- Purposefully causing malfunctions in the electrical systems of the site.

[2.7] SCP Containment Chambers

All SCPs must remain in their assigned containment chamber at all times. Removal of an SCP from its containment chamber must be approved by a Site Manager. Removal of a Keter-class SCP(s) must be approved by a member of Foundation Command. Approved cross-tests are exempt from this rule.

As per the new initiative for limited [SCP Cooperation](#), the following SCP's may be removed from their chamber with MTF-E11 Major+ or Site Administration approval. These SCPs being:

- SCP-7722
- SCP-049
- Type Green Alpha, and Type Green Bravo

Site Managers and higher may authorise these SCPs to enter higher clearance areas.

[2.8] Sharing Classified Information

Any Foundation personnel who knowingly or unknowingly gain unauthorized access to classified material must report the incident to a superior in the Chain of Command without delay. Unauthorized possession, disclosure, duplication, or distribution of classified information constitutes a breach of Foundation security and will result in severe disciplinary action.



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[2.9] Trespassing

Foundation personnel may not enter areas above their clearance level or under certain regiment's and department's supervision. Examples of this include, but are not limited to:

- Entering a medical bay's armoury as a non-medical combatant when there is no code active.
- Entering a heavy containment zone without undergoing proper procedures and receiving permission from E-11.
- Entering a security sector as a non-combatant without an appropriate escort.
- Accessing surface zones as a CL3 or below that is not a Surface Operations unit.
- Entering areas controlled by the Site Inspectorate without permission from a Site Inspector, being in the A-1 regiment, or being a Site Inspector Assistant.
- Entering an MTF regiment's bunks without being a member of that regiment, without permission from a CO of that regiment, or without permission from Site Administration or Foundation Command.



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Section 3 - Interpersonal Conduct

[3.1] Professionalism

All Foundation personnel must be courteous to one another in all aspects of their job. Personnel must be respectful and honest, especially with CL4+ personnel. Additionally, work products (documents, tasks, etc.) that are promised or requested should be delivered within the promised time window or given deadline.

[3.2] Chain of Command

Personnel must follow both site-wide and departmental chains of command at all times. If given conflicting orders, the site-wide chain of command takes priority over departmental orders.

[3.3] Communication

All personnel must communicate their responsibilities effectively when carrying out tasks that may interfere with or concern the duties of other personnel. These include

- The initiation of cross-tests between two or more SCP subjects (So that researchers are aware of SCP availability).
- The opening/closing of site blast doors (So that personnel is aware of zone accessibility).
- The activation or deactivation of Site-Wide Tesla Gates
- The entrance of MTF into D-Block, or disembarkment.

Overall, communication in public forums must be clear and concise for all members of foundation staff to understand. Slang should be avoided and accurate information should be provided in something similar to a proper statement.

[3.4] Emergency Response Team

Members of the Emergency Response Team ("ERT") are required to actively participate in the re-containment of the breached SCP(s).

ERT units are allowed to enter any location on-site, as long as they are actively participating in the containment of an SCP.

All ERT units are required to follow the Foundation hierarchy.



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Section 4 - Scientific Conduct

[4.1] Purposeful Research

All research conducted by on-site personnel must have clear aims and the Research personnel must be prepared to explain these aims to Internal Security and senior Foundation staff if questioned. All research must aim to produce useful and valid findings that can be used to better the Foundation's understanding of anomalous entities.

[4.2] Escorting Policy

All Researchers taking Class-D personnel to any part of the facility must be accompanied by a member of General Security or any member of a Mobile Task Force with the appropriate clearance level with the ratio of two Class-D to one escort. Note that Mobile Task Force members must still adhere to the Code of Ethics' regulations to escort Class-D personnel. Medical personnel may join an escort with permission from the researcher conducting the test, so long as they are available, willing, and of the appropriate clearance level.

If a researcher is separated from the escorting personnel, they must attempt to locate the escort personnel in question using Site-Wide communications. If the escorting personnel cannot be contacted, the researcher must return to D-Block to either enlist a new escort or return the Class D.

[4.3] Documentation of Research

After a scientific test, research personnel are encouraged to document their research and upload it to SCIPNet. This document is expected to contain an index and a brief explanations of the following;

- The aims of the study
- What was done in the study
- The findings/conclusion of the study

Researchers may use any format they wish to convey this information, although using the Department of Research standard formatting may lead to a higher grading being assigned to the document in question.



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[4.4] Control Over Testing

During a test the researcher leading the test is in command of any personnel within the testing; the Researcher is responsible for appropriate security measures and safety procedures.

Certain exceptions may take command of said test and alter or end it to ensure the safety of personnel.

MTF Personnel may end or take command of the test if they have grounded suspicion that a breach may occur because of the actions or procedures of the researcher involved.

The Internal Security Department may end or take command of the test if they have grounded suspicion that a breach of the Code of Conduct, Code of Ethics or the Legal Codex will result or is resulting from the test.

Site Administration, Foundation Command, and administrative members of the Scientific Department [Dpt.Executives/Dpt.Directors.] may end or take command of any test without question.

[4.5] Chemical Production

The production of chemical substances is to be done for scientific purposes only - unless the creation of said substance is authorised by a clearance level four personnel of an appropriate department in relation to performing personnel duties.



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[4.6] Substance Use & Possession

Personnel are not to obtain, use or distribute chemical substances that are unrelated or inappropriate to their duties, or outside their clearance level. This includes excessive usage of chemicals for no reason or usage outside of specified testing/department parameters. Amnestic substances are permitted to be used by all Mobile Task Force units, the Department of Internal Security, the Department for External Affairs, and Site Administration+. However the creation, distribution and usage of Class F amnestics is forbidden unless authorised by a DEA Manager+, MTF Nu-7 CPT+, A-1/O-1 CO+, Site Administration, or Foundation Command. Class-F may only be administered if it would be the Foundation's benefit to do so. Lastly, members of the medical department may administer amnestics upon the request of any of the previously listed personnel, given that it is not an amnestic above said persons clearance level.

For example: A Doctor may administer Class A and Class B amnestics, but nothing higher in regards to clearance level. However, a Medical Consultant may administer any amnestic upon the request of an authorized person(s).

[4.7] Cartographer Researching

Cartography Equipment requires no specific authorization in order to utilise so long as it's being done in an appropriate forum for research. When conducting testing with this equipment, it should never be done in a public area and ensure that it is properly protected before opening a rift.

If rift equipment is going to be utilised for an offensive capability, Cartographers can be recruited by MTF Lieutenants, GSD Captains, DEA Special Agents, A-1/O-1 Operatives, Site Administration, and Foundation Command.

Departments can recruit cartographers for specific needs, and the cartographer should always clean up any equipment utilised or face detainment for littering.



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[4.8] Termination and Deconstruction

Termination attempts for SCP subjects require **Site Inspection** approval before attempting. Exceptions include renewable instances such as SCP-966, SCP-939, and Type-Green Reality Benders. Such SCPs are easily renewable, and only require Site Administration or higher authorization. Termination is defined as the complete neutralization of an SCP in its entirety.

[4.9] Containment Chamber Controls

During a test, the person leading the test has full responsibility over the controls of the Containment Chamber, meaning they are the ones to determine who controls them and when to control them. Researchers have full authority and responsibility over a containment chamber's controls during a test unless such controls endanger the safety or well-being of any member of the foundation staff, during a situation when the test may be interrupted by outside factors (Rogue D-Class running into the containment chamber, other SCPs interfering with the test, etc.).

Combative personnel responding to the situation may take over control of the containment chamber.

[4.10] Purposeful Thaumatology

The use of thaumaturgic abilities, incantations, or rituals must serve a clearly defined research objective or provide demonstrable benefit to the Foundation's mission. Personnel authorized to perform such actions must be formally designated as "Thaumatologists," with this designation recorded in their official personnel file. In emergency circumstances, thaumaturgy may be employed for self-defense or emergency escape, except in instances involving lawful arrest or detainment by authorized personnel.

Reality benders are not classified as Thaumatologists. Upon identification, any non-hostile reality bender must be detained and held for assessment until it is formally determined that they do not pose a containment risk.



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Section 5 - Combative Conduct

[5.1] D-Block Management

General Security is expected to maintain constant control over the D-Block area. Security teams are tasked with dealing with undesired behaviour themselves.

Mobile Task Force Units, Department of External Affairs members, or Security Containment Units may only enter D-Block upon granted permission from a General Security Captain or higher. (The above staff may enter D-Block in order to stifle certain relevant code emergencies per each Department or Mobile Task Force)

[5.2] Equipment Access

All Foundation personnel are expected to only have equipment that is provided to them when on their respective job, or equipment they are permitted to have. Non-combatant personnel are not to possess any form of weaponry outside knives unless an exception is made by Foundation Command or otherwise listed in this document. Personnel are also only permitted to have equipment that is within their clearance level. This does not allow non-combatants to possess weaponry.

Said weapons are for **self defense purposes only and may not be openly carried without a purpose or cause.**

An example of unauthorized equipment includes:

- Non Combative staff possessing restraints/firearms, excluding Clearance Level 4+ who may have a sidearm and Site Administration or above who may carry a PDW. A PDW is defined by the classification of weapon, not the general term of personal defence weapon.
- Possession of anomalies (e.g SCP-500 pills) outside of authorized testing.

Examples of unauthorised access to equipment are not limited to the examples provided. Exceptions for specific personnel may be granted by Foundation Command.



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[5.3] Specialised Equipment Usage

The advanced armoury contains combative equipment that should only be deployed in site-threatening circumstances. Acceptable reasons for deploying this equipment include:

- To combat two or more Euclid/Keter class SCP subjects that have breached containment.
- To combat heavily armoured vehicles deployed by a hostile group of interest.

Advanced Armoury may be utilised and accessed by MTF Units and Containment Units after being granted by the appropriate authorities, that being MTF Officers, Site Administration, Foundation Command, Assistants, or the Chief of Security.

However, If these authorities are not currently active on site, CL4 Personal may authorise the usage of Advanced Armoury so long as the initial criteria has been met, of that being two breached Entities.

Any equipment used by foundation personnel is expected to be utilised professionally and is not to be misused at any point.

[5.4] Protective Equipment Usage

Protective Equipment such as gas Mask and hazmat suits should not be utilised without a proper reason. Basic reasons are the following...

- Code-3 Outbreaks
- Infections Outbreaks that Medical have detected
- Code-2 Riots in which Tear Gas is going to be deployed
- Nerve Gas Deployment during SCP breaches.

With this being said, the following policy is in place for gas mask deployment.

- Combating SCP with AA Authed, Combatives who grab Nerve Gas.
- Security Sergeants or Higher may authorise Tear Gas Deployment, meaning all Personal in D-Block may equip gas masks.
- Consultants+ declaring a viral outbreak. (Excluding Code-3)
- Assistants authorising Hazmat or Gas Mask usage.
- Site Administration authorising Hazmat or Gas Mask usage.
- Foundation Command authorising Hazmat or Gas Mask usage.
- SOP conducting a CI Base Raid and intending to utilise chemical agents may use equipment to protect themselves.

It is considered equipment misuse to wear a gasmask without the previously mentioned conditions being met.



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[5.5] Combative Command

Mobile Task Force operatives are to only act on the commands of their Commissioned Officers, Site Administration, or Foundation Command, under the Chain of Command and the mandates of their regiment. Should an operative be considered disobedient or acting on their initiative then the command structure of the MTF unit in question is expected to reprimand the operative. If the actions of an operative cause wider damage to site operations, the Internal Security Department may take executive action.

[5.6] Negotiation Hierarchy

During negotiations, senior staff of the Department of External Affairs takes priority, and the responsibility of command falls upon the list below in their absence:

- Department of External Affairs CL3+ personnel
- Site Administration
- MTF COs. (Nu-7 CO takes priority)

Should all of the aforementioned staff be unavailable, the highest ranking member in consideration of the Chain of Command is to lead negotiations. Failure to conduct negotiations in a timely manner will result in punishment.



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[5.7] Code Black Procedure

Should a Code Black be declared, a facility-wide evacuation is to take place, primarily for non-combative staff, all personnel should evacuate to the surface garage and not exit the surface garage unless specifically ordered to do so by the person declaring the Code Black.

Combative Staff are to remain within the facility, primarily at key checkpoints, ensuring safe passage and ensuring security for key areas of the facility. Combative staff may only establish themselves on surface if they are a member of the Department of External Affairs or MTF Nu-7 unless they've specifically been authorised to do so by a person declaring the Code Black.

Any efforts interfering with the active code black evacuation procedure that causes unnecessary loss of life is deemed unethical and is prosecutable by this clause.

A Code Black may be declared by any member of Site Administration or above. If there are no active Site Administration or Foundation Command members on-site, the highest on the global hierarchy may declare a code black. The code black can only be ended by the person who initiated it or by someone higher than the initiator on the global hierarchy.



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Document Revisions

This document was last updated on **16/05/25**.

This document was last reviewed on **16/05/25**.

Date	Section	Summary
12/07/2023	5.1	Updated to match CoE, and to enforce General Security Captain authority over D-Block entrance.
9/23/2023	5.3 Subsection 2	Changed rules regarding AA authorization per SA's new AA-auth handbook.
6/17/2023	Updated Section 2.6	Clarification on use of drugs and alcohol.
5/30/2023	Updated Section 2.6	Addition of CCTV vandalism to reflect Vandalism 1 on the Legal Codex.
5/16/2023	Updated Sections 2.9 and 4.2	[2.9] Changed Medic bunks to be accessible in other codes. [4.2] Changed Escorting policy to allow for medical personnel to join.
4/18/23	[New]Section 2.9	Added Section 2.9: Trespassing to CoC
3/20/22	Sections 4.6	Reimplementation of CoC. Word changes to chemical usage.
12/11/22	Sections 1-5	All sections have been reviewed to be compliant with Site 56 and Site 65 conduct expectations.
13/11/22	Sections 1-5	Changes to readability and grammar.
15/11/22	Section 2	[2.3] reverted back to the original clause. Personnel may now escort those of one level below with good reason.
22/11/22	Section 3	[3.4] ERT is to adhere to CoC [1.7].
10/12/22	Section 1	[1.6] Added assistants to Foundation Hierarchy.
15/12/22	Section 4	Added clauses [4.5] and [4.6] relating to chemical creation, distribution and usage.



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19/12/22	Section 4	Amended clause [4.6] to explicitly allow MTF Beta-1 and the Department for Internal Affairs to administer amnestic substances.
05/01/23	Sections 1-5	Grammatical changes, replacement of the term "Site Command" with "Foundation Command". Inclusion of Site Administration in several clauses.
02/02/2023	Section 5	Amended clause [5.2] to allow all CI4+ to carry a sidearm. Updated spacing on the entire document to guarantee professionalism.
2/6/24	Section 2	Added to 2.6 Purposefully causing malfunctions in the electrical systems of the site.
2/6/24	Section 2	Added to 2.5 as a example - Making animal sounds, or acting as though you are an animal while on duty.
04/06/24	Section 4	Added Section 4.7 - Cartographer Researching.
06/07/24	Section 5	Edited Section 5.3 - Added guidelines for Hazmat Suits and Gas Mask.
07/18/24	Section 4	Added Section 4.9 - Containment Chambers Controls
07/18/24	Section 5	Added Section 5.7 - Code Black Procedure
07/22/24	Section 1-5	Miscellaneous corrections and changes. - Shark
07/29/24	Section 4 & 5	Amended 4.6, 5.2, and 5.7. - Shark
08/31/24	Section 1-5	Minor changes, miscellaneous corrections and changes. - Shark
10/19/24	Section 1-5	Preliminary changes to reflect new IA -> ISD update. More changes to come. - Shark
4/26/25	Section 1-5	Minor corrections and additions - Marvin



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5/10/25	Section 2.8, 4.10	Edits to 2.8, Addition of 4.10. - Marvin
5/16/25	All Sections	Minor formatting corrections - Marvin
5/20/25	Section 1.8	Addition of [1.8] Keycard Administration - Marvin



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