Virtual Jacksonville ARTCC

Code of Conduct

Document Number: ZJX-1001
Version: 1-1
Effective Date: 4/1/2022

SUBJ: Code of Conduct

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This handbook establishes the guidelines we ask people to adhere to. This code applies equally to staff, controllers, and VATSIM members. This document is considered a supplement to any VATSIM and VATSIM United States (VATUSA) policies, procedures, and documents. This document cancels all previous publications and policies and remains in effect until canceled VATSIM, VATUSA, or a subsequent publication of the administrative policy. This document's updates and modifications are published after the appropriate approval process and announcement to the Virtual Jacksonville ARTCC. The ATM, DATM, or their designee(s) will complete all updates and changes to this document.

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Explanation of Changes

a.   1-1. Updated Release from ZJX.1001.A   Date: 4/1/2022

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Chapter 1: Code of Conduct

1.1   Compliance

a.   This Code of Conduct applies to all spaces managed by ZJX and to all ZJX controllers.

1.2   Reporting Violations

a. All violations should be reported to staff@zjxartcc.org and handled through the conflict resolution process outlined in ZJX-1000 ZJX Facility Admin Policy.

1.2   Guidelines

a. Be friendly and patient.
b. Be welcoming.
  a. We are a community that accepts people of all backgrounds. This includes, but is not limited to members of any race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, mental ability, and physical ability.
c. Be considerate.
  a. Any decision you take will affect your colleagues. You should take those consequences into account when making decisions. Remember that we're a worldwide community, so you might not be communicating in someone else's primary language
d. Be respectful.
  a. Not all of us will agree all the time, but disagreement is no excuse for poor behavior and poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack.
e. Be careful in the words that you choose.
  a. We conduct ourselves professionally. Be kind to others. Do not insult or put down other participants. Harassment and other exclusionary behavior aren't acceptable. This includes, but is not limited to:
     i. Violent threats or language.
    ii. Discriminatory jokes and language
   iii. Sexually explicit or violent material
    iv. Posting (or threatening to post) other people's personally identifying information
     v. Personal insults, especially those using racist or sexist terms.
    vi. Unwelcome sexual attention.
   vii. Advocating for, or encouraging, any of the above behavior.
  viii. Repeated harassment of others. In general, if someone asks you to stop, the stop.
f. When we disagree, try to understand why.

a. Disagreements, both social and technical, happen all the time. It is important that we resolve disagreements and differing views constructively. Remember that we're different. The strength of ZJX comes from its varied community from a wide range of backgrounds. Other people have different perspectives on issues. Being unable to understand why someone holds a viewpoint doesn't mean they're wrong. Don't forget it is human to err. Blaming each other doesn't get us anywhere. Instead, focus on helping to resolve issues and learning from mistakes.

Chapter 2: Credit

This document utilizes the writing of several sources. Special credit is given to the following documents:

- Django Code of Conduct
- Speak Up! Community Code of Conduct