Jacksonville ARTCC

Code of Conduct

Document Number	ZJX-1001
Version	A
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Document Information

Purpose

ZJX is an online community created for enthusiasts of flight simulation and air traffic control. Diversity is one of our huge strengths, but it can also lead to communication issues and unhappiness. To that end, ZJX has established guidelines we ask people to adhere to. This code applies equally to staff, controllers, and VATSIM members.

Cancellation

This document cancels all previous publications and shall remain in effect until canceled by VATSIM, VATUSA or a subsequent publication.

Updates and Changes

Updates and changes to this document may be published after the appropriate approval process and announced to ZJX controllers thereafter.

Document Approval

The ZJX Air Traffic Manager approves of this document on 1/27/2019.

Table of Revisions

DATE	REVISION	EDITOR/VERSION
1/27/2019	Initial Release	Petey Shivery/ ZJX-1001.A

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Compliance

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

Reporting Violations

All violations should be reported to staff@zjxartcc.org and handled through the conflict resolution process outlined in ZJX-1000.A § 3.5.

Guidelines

- **Be friendly and patient**.
- **Be welcoming**. 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.
- **Be considerate**. Any decision you take will affect colleagues and you should take those consequences into account when making decisions. Remember that we're a world-wide community, so you might not be communicating in someone else's primary language.
- **Be respectful**. 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.
- **Be careful in the words that you choose**. 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:
    o Violent threats or language.
    o Discriminatory jokes and language.
    o Sexually explicit or violent material.
    o Posting (or threatening to post) other people's personally identifying information.
    o Personal insults, especially those using racist or sexist terms.
    o Unwelcome sexual attention.
    o Advocating for, or encouraging, any of the above behavior.
    o Repeated harassment of others. In general, if someone asks you to stop, then stop.

- **When we disagree, try to understand why.** 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. Different 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 and blaming each other doesn't get us anywhere. Instead, focus on helping to resolve issues and learning from mistakes.

Credits

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](#)