

OFFICE OF UCIP INSPECTOR GENERAL

Executive Summary

Under the auspices of the Inspector General's office would be the handling of all Out Of Character (OOC) behavioural events. This would free up the existing Chain of Command (CoC) from dealing with such occurrences to allow them to focus on their primary job roles.

The Inspector General would be responsible for the enforcement of a revised Member Code of Conduct (MCoC), and would arbitrate all disputes from the local "SIM" level to the major "Org" level. The Inspector General would have broad and sweeping powers to impose sanctions as and where necessary for all offenses and violations of the MCoC and the UCIP Constitution in general.

The Inspector General's office would administratively report to the UCIP Chief of Staff, and be classified as a "Staff" role. However, appeals against the Inspector General's rulings would go through the Office of the CinC, rather than the Office of Chief of Staff.

Levels of Enforcement

SIM Level

At the SIM level, typically, most infractions are handled by the SIM Command Team. However, for more serious offenses, the Inspector General would be expected to deal with this. It is a very fine line between what could be handled at the SIM level and what should be handled by the Inspector General. After all, we don't want the IG dealing with non-logging members.

Typically, it would be expected that the Inspector General would be notified of the offense, and it would then be determined by the IG him/herself whether the offense merits local handling or a proper investigation. Simple things like a disagreement on a SIM matter can easily be dealt by the Command Team.

However, serious behavioural violations would immediately become the province of the Inspector General. This would be abusive behaviour, threatening behaviour, obscene references to another player, harassment, racism, sexist comments, and other serious remarks.

The purview here would be if they occurred on a SIM owned utility, such as the Nova site (PM or otherwise), SIM level mailing lists, or IRC channel. If the offense is caused in a PM or IRC by someone

from the SIM to someone on the SIM, this doesn't fall under the SIM's CT control, but that of the Inspector General (provided both are UCIP members) or IRC Network Admin.

Fleet Level

At the Fleet level, all offenses are handled by the Inspector General, *not* the Starfleet Commander. If the offense is serious enough to have made it to this level, then it requires the immediate arbitration of the Inspector General. It again should be stressed that this is for OOC Behavioural issues, not IC situations.

Incidents of a fleet level offense would be an offense committed on the LCARS Wiki, a fleet mailing list or other fleet asset. This also covers behavioural issues committed by UCIP SIM Management teams (CO/XO). Any such occurrences will be reported to the Inspector General immediately upon their occurrence, and dealt with appropriately.

Fleet level offenses also cover the UCIP Staff Division, and abuses committed there.

Org Level

Occurrences at this level are very rare, and again, would be under the purview of the Inspector General. This would be for abuses committed by UCIP Staff officers, such as the Starfleet Commander, Chief of Staff, CinC and other senior officials. This also covers abuse of UCIP level lists such as announce@.

Investigation

If an investigation is required, the Inspector General has broad sweeping powers to interview all relevant personnel involved, to request chat logs, emails, and other evidence of the offense, and to relieve officers of duty pending the outcome of the investigation if it is deemed appropriate. Regardless of member rank, the IG will have superiority over any official during an investigation.

The period of time of the investigation is not preset, and nor can an investigation be interfered with by any staff officer or UCIP Command Team.

At the end of the investigation, the Inspector General will release a report to the offending parties, explaining his findings and the consequences therein. This report will be CC'd to the CinC's office as well as the relevant senior staff officer responsible for that division (I.E. Chief of Fleet Operations (SIMs) or Chief of Staff (Support)).

Punishment

The Inspector General has the power to hand down appropriate punishments for the offenses caused. It will be the determination of the Inspector General as to the degree of the punishment. The Inspector General can ask for the advice of supervising officials as to the degree of punishment (E.G. SIM CO, Chief of Fleet Operations, Commander in Chief, etc). However, the final determination is that of the Inspector General.

The punishments are as followed:

Reprimand

A letter of reprimand will be issued to the offending party, stating the offense they committed, and how to correct that error in future. There is often strongly worded advice as to how to proceed from that point forward. A copy of this reprimand will be held on file by the appropriate level of supervisor for no less than one year.

Public Apology

Should the offense be in the public domain, the Inspector General can instruct the member to issue a public apology. This would be a mandatory apology, and must be submitted no later than 72 hours after instruction. Failure to do so will result in a steeper penalty.

Rank/Grade Demotion

Should the Inspector General feel that the offender has not acted in keeping with the respect and maturity expected of someone holding a certain OOC rank (Admiral, Captain, etc), then the Inspector General can reduce the member's OOC rank by no more than four grades. Further a member cannot be demoted out of their career tree – so a member who is a Lieutenant cannot be demoted to Crewman, as they are not in the Enlisted career tree. A lieutenant can only be demoted as far as Ensign. No member can be demoted back to Cadet.

Membership Suspension

If the offense is such that it becomes necessary to exclude the member for a period of time, the Inspector General can suspend the member from UCIP for up to six months. However, the period of time will be at the determination of the Inspector General as to how long an exclusion is necessary. This can also include permanent removal of an individual from a particular SIM within UCIP, but not the individual from UCIP in general.

Membership Termination

Should the offense be such that removing the individual from UCIP is warranted, then the Inspector General can make this recommendation to the CinC. However, it is only for the CinC of UCIP to revoke membership rights. In this instance, the Inspector General can only advise this as the course of action.

Appeals

Should any member of the investigation feel that the report is not correct, or they disagree with the ruling, or wish to appeal their punishment, then they have that right. All appeals are heard by the CinC of UCIP, and he/she will be the final voice of authority on the matter. Should the CinC uphold the findings and punishment, then they are to be enforced.

However, the CinC can also amend the punishment to either a greater or lesser punishment, should they feel that the report is just but the punishment isn't.

Alternatively, the CinC can overturn the entire report, and it is finished with.

Once the CinC has made a ruling, the matter is closed.

Fairness

In all matters retaining to OOC behaviour enforcement, a degree of fairness is always considered. Both sides have the right to present an argument and evidence for their positions to the Inspector General.

The Inspector General will view all events dispassionately and unbiased. Should the IG feel that they are biased towards one side or the other, they are to inform the CinC immediately, who will assume the investigation.

Should there be felt that there's a degree of impropriety by the Inspector General, then the aggrieved person has the right to appeal the case to the CinC. However, this can only happen once the case has been reported on. (See Appeals). Should the CinC determine that the Inspector General has acted inappropriately, then steps will be taken at the discretion of the CinC and the Chief of Staff.