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## **Introduction**

The sole purpose of this document is to provide all Sunder (SNDR, SHQ, SMG) members with a clear, in-depth explanation of Sunder rules and policies. Upon joining Sunder, members acknowledge and agree to operate within the bounds set forth by this document as provided for in their acknowledgment of the Sunder Constitution. This document encompasses the operations of the Associate, Member, Section Staff and Command Staff.

Sunder is an online gaming community with a pseudo military structure. Inherent with such discipline, Sunder places more than the usual amount of demands on its members. It is through this structure that Sunder has attained the status of a "mature & quality gaming organization", with highly dedicated members and leaders. The success of Sunder lies within its dedication to discipline and precise execution, which comes from a strict adherence to rules and regulations.

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## **1. Requirements**

### **1.1 Recruit:**

A Recruit are gamers that wish to become a Sunder member. Active Recruits may apply for full membership after a 15 day period not to extend past 30 days. To become an Recruit:

1.1.1 You must be at least 18 years of age.

1.1.2 You must not be a member of another online gaming community in the same game Sunder has active participation in.

1.1.3 You must Not be an officer of another online gaming community.

1.1.4 You must utilize TeamSpeak and have a working microphone.

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## **2. Member Conduct**

All members of Sunder are expected to perform at levels higher than those of the average online gamer, Sunder does not attempt to hide or disguise this fact. Applications to Sunder by no means guarantees entry; Sunder reserves the right to deny entry to anyone for any reason, with or without notice. The following rules of conduct apply to all Sections and all members of the Sunder Military Gaming Online Organization:

Members of Sunder must conduct themselves with professionalism and maturity at all times within the online gaming environment and out. Furthering the positive image of Sunder should be the goal for all members. Sunder Members shall: maintain loyalty, be proud of your compatriots, your organization and its accomplishments through your actions.

Members of Sunder must comply with the orders given to them by duly appointed Sunder

Command Staff, or designated representatives thereof, to the best of their ability.

Failure to comply with conduct outlined below will result in a disciplinary review by the Command Staff. Rules governing disciplinary actions are found in Section 5.

## **2.1 Harassment**

2.1.1 Members of Sunder shall not attack nor otherwise harass fellow members or members of the general online gaming community.

2.1.2 Members of Sunder shall not create inflammatory posts, private messages , social media or emails towards any person, sex, race, or religion in the Sunder forums. Posts that are deemed inflammatory will be locked and the offending members may be warned or removed completely from Sunder. If you have an issue with a post, take it through the proper command channels. Forum wars are not welcome in Sunder.

2.1.3 Members of Sunder shall not harass fellow Sunder members or members of the public gaming community in-game or while otherwise using Sunder assets.

2.1.4 Members of Sunder shall not "grief" or otherwise cause harm to any member of the online gaming community while "in-game", through unfair or questionable gaming tactics.

2.1.5 It should be understood that Sunder is an adult Gaming Group. Should you find that a discussion or topic offends you in some way, you are encouraged to either change the subject or respectfully let your fellow Sunder members know that it does offend you.

## **2.2 Cheating**

2.2.1 Members of Sunder shall not cheat or exploit in any way, any online gaming application. A game's End User License Agreement (EULA) carries the same weight within Sunder as it does within the game. Sunder members shall comply with all EULA's.

## **2.3 Forum, Website, Social Media and Voice Comms Usage**

While representing Sunder:

2.3.1 Members of Sunder shall not "bait", "spam" or "troll" public, private gaming forums , voice comms or social media software while representing Sunder.

2.3.1.1 Members of Sunder shall not respond to or initiate "bait" or "troll" postings, in any public or private forum, that openly attack or criticize Sunder or its members without the express consent of the Command Staff.

2.3.2 Members of Sunder shall not use Sunder imagery or reference in any public or private forum posting which is negative or adversarial in nature.

2.3.2.1 Imagery and/or quotations deemed extremely controversial in nature shall not be used in Sunder's forums whether it be in forum signatures or forum posts.

2.3.2.2 The use of pornographic images in Sunder forums is prohibited.

2.3.2.3 Links and/or advertisements for other websites within Sunder forums is expressly forbidden without approval from Sunder Command. Use of such images in other, non-Sunder

forums, by Sunder members, is HIGHLY discouraged.

2.3.4 Members of Sunder shall not discuss nor advocate political or religious beliefs within any public gaming forum.

2.3.5 Members of Sunder shall not discuss or share information from our private forums with any non-member or in any forum that is not authorized by Sunder Command.

## **2.4 Multi 'Squad/Clan/Guild' Guidelines**

2.4.1 Members of Sunder shall not retain membership with another squad/clan/guild that is in direct competition with or participates in the same games as Sunder.

2.4.2 Members of Sunder shall not fraternize or otherwise aid any opponent of Sunder, in a manner that reveals tactics, policies and/or causes a detriment to gameplay .

## **2.5 Continuing Membership Requirements**

2.5.1 Members must remain active (in game and forums) in order to retain Sunder Membership.

2.5.2 Posting in the Sunder forums at least ONCE a month; preferably within the member's sections.

2.5.3 Members of Sunder must ensure that their immediate Command Staff is notified of any change in membership status (email addresses, leaves, discontinuance of membership, etc.).

2.5.4 Members of Sunder shall ensure that their TeamSpeak "Unique ID" (Ctrl-I) is up-to-date and sync'd with Sunder forums.

2.5.5 Members of Sunder shall always be logged into TeamSpeak with a working microphone and headset when actively playing in a game Sunder operates in.

2.5.6 Members of Sunder, who "lone-wolf" or not a grouped participant, shall not operate in the same voice channels as members who are actively engaged in normal Sunder operations.

2.5.7 Members that are present in Sunder operational areas within the game are expected to be on TeamSpeak and actively engaged in the group, with few exceptions. Utilize "Lobby" or non-operational channels if provided.

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## **3. Sunder Military Gaming (Sunder) Command Conduct**

Members in a Sunder Command role must comply with even more stringent demands as well as have a strong belief in the Sunder philosophies:

### **3.1 Sunder Officers & Command Staff shall:**

3.1.1 Be firm and fair in all actions taken in-game or out of game. Favoritism or bias will not be tolerated.

3.1.2 Conduct themselves in a professional manner at all times and serve as an example.

3.1.3 Make every effort to issue clear and unambiguous orders. Ensuring that all members relevant to the mission at hand receive those orders, through voice or text communications, is a top priority.

3.1.4 Exercise control and discipline over the members placed in their charge to the best of their abilities.

3.1.5 Maintain adequate administrative control over their unit's operation, to include rosters, promotions, disciplinary action, the unit's forum, and member communiqués.

3.1.6 Ensure their units maintain operational readiness; requests for help from members must be acted on as quickly as possible. Ensure new arrivals receive adequate training and accurate operational information.

3.1.7 Give their best effort in attending command staff meetings when their presence is required.

3.1.8 Ensure that members comply with the rules of conduct, taking fast, fair, and appropriate correctional action when necessary.

3.1.9 Not retain membership with another squad/clan/guild, if appointed a leadership position, no exceptions.

3.1.10 Devote their time and efforts to the overall organization ensuring the success of the membership.

3.1.11 Maintain an active presence in the Sunder forums.

3.1.12 Ensure recognition is bestowed upon deserving members in a timely and appropriate fashion.

3.1.13 Strive to improve and refine the concept of teamwork at all times, ensuring full member participation.

3.1.14 Stay abreast of any operational changes, to include password/access changes, procedural changes, etc. Relevant changes are to be passed to the membership in a timely manner.

3.1.15 Be ever-vigilant for any attack on the reputation of Sunder or its members, defending with tact and professionalism.

### **3.2 Command Compliance**

3.2.1 Failure to comply with the above shall result in a command review by Sunder Command Staff.

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## **4 Loot Determination & Guidelines**

Loot is a big incentive for players of any particular gaming world provided loot is needed to compete in ever expanding gaming environments. Being that loot is deemed important to so many players and has been the center of many a controversy it is imperative that a rigid policy be put forward

and adhered to so as to avoid confusion. Fairness in loot policy is the inspiration behind the following and is hereby established:

#### **4.1 Asset usage Process**

4.1.1 The asset usage process of all equipment while grouped is to be determined at the sole discretion of the highest ranking officer in the group.

4.1.2 Distribution of assets will be administered before and or after the group event has been completed and at a location designated by the group's commanding officer.

4.1.3 "Rank" will have its privileges for a variety of reasons, one being the extra work that is required of Sunder Leadership and is the first determining factor when loot is to be distributed. However, just because someone maintains a higher rank in the organization does not mean they always qualify to use all assets. Any member of Sunder Leadership abusing their rank for the sole purpose of loot hoarding will be severely disciplined with the possibility of losing rank and subject to any other disciplinary deemed appropriate by higher ranking Sunder Officers.

4.1.4 "Need" will be the next determination of What member of the group is to be considered for a specific asset. The highest ranking officer is responsible for determining a "need" based on overall mission objectives.

4.1.5 If Applicable - items that are considered "profession specific" (IE: medical equipment for medics) will be granted to individuals serving in that profession over all other attendee's. If two or more of the same members in attendance qualifies for "profession specific" loot item then the loot priority outlined in 4.2.1, 4.2.2, and 4.2.3 will be followed.

4.1.6 Ranking officers should refer to current Logistic guidelines for further asset usage and control.

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## **5. Discipline**

### **5.1 Disciplinary Policy**

Sunder strives to maintain a professional, disciplined, and mature environment for all its members. Members found to be in violation of the Sunder Constitution, Codes of Conduct, or Command Staff orders endangers their membership with Sunder.

5.1.1 All infractions shall be reviewed by the Command Staff.

5.1.2 Section officers are responsible for members under their command.

5.1.3 Reports of infractions must be sent via the member's chain of command, privately.

5.1.4 Incidents are to be kept private and between the member, section officers and Sunder Command Staff only; open discussion in non-Command forums is prohibited unless deemed appropriate by the Sunder Command Staff.

5.1.5 Infractions found to be of a gross nature, directly affecting the well-being and/or operations of Sunder or its members, shall result in immediate dismissal from Sunder and forfeiture of membership. Examples of gross infractions would include cheating, spying for the opposing team, verbally assaulting a teammate, attempted hacking of Sunder resources, or bringing direct harm upon Sunder or its members.

5.1.6 If a member is removed, they may request an appeal for reinstatement from Sunder Command staff.

## **5.2 Disciplinary Steps**

When a member is found to be in violation of established rules and policies (not of a gross nature), the following steps will be taken until a resolution can be reached:

### **5.2.1 First Offense:**

5.2.1.1 If the violation occurs in Sunder's forums, the offender's post will be locked and a notice of 1st warning will be attached, quoting the appropriate rule violation. If the violation occurs outside Sunder's forums, efforts are to be taken to cut and paste offending post into Sunder's Command Staff forums for the purpose of review.

5.2.1.2 If the violation occurs in-game, the member shall receive a verbal warning, accompanied by a follow-up post in the Sunder forum's that details the violation and quotes the policy violated; the post is to be locked.

### **5.2.2 Second Offense:**

5.2.2.1 If a second violation occurs in Sunder or other forums, the offender's post will be dealt with as outlined in 5.2.1 along with the additional steps of issuing a warning email sent to the offender and copied to Sunder Command. At this point, the offender will be placed into a moderated forum status for a period of seven (7) days- all posts made in Sunder forums by the offender will be automatically reviewed by their Section Command staff before it is allowed to actually post to the forum.

5.2.2.2 A second in-game violation will be treated in the same fashion as outlined in 5.2.1, with the additional steps detailed in the previous paragraph also being applied.

### **5.2.3 Third and Final Offense:**

5.2.3.1 A third violation of Sunder rules and regulations will initiate procedures to determine whether or not a member will remain with Sunder. A disciplinary review board will be convened by Sunder Command Staff. The board shall consist of at least two of Sunder Command Staff, and at least one of the offender's immediate Section Staff. Other Section Staff members may attend as deemed necessary by Sunder Command Staff.

5.2.3.2 In the forums, the member will be suspended until a resolution is reached in the disciplinary review process.

7.2.3.3 The offender will be given the opportunity to argue their case, should they choose to attend.

5.2.3.4 Based on the merits of the case, the convened board will determine whether or not the offending member shall remain with Sunder or forfeit his/her membership. Decisions made by the board are final.

5.2.3.5 In all instances of rule and policy violations, the offender's Section Command Staff has jurisdiction until the Third Offense. whereupon Sunder Command assumes control of the proceedings.

#### 5.2.4 Disciplinary Actions:

5.2.4.1 Shall remain on a member's record for a period of six (6) months following the last action, at which point the member's record will be cleared.

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## 6. Administrative Procedures

### 6.1 Leaves of Absence

Sunder relies upon having an active member base to uphold and maintain all aspects of the Sunder Gaming Organization operation. Members are expected to maintain at least a minimum amount of activity in order to maintain their membership within a Sunder Section. At the same time, Sunder recognizes the fact that "real life" takes precedence of ANY online activity.

6.1.1 Members must maintain minimum activity by making at least one post in their primary Section's forum at least once a month AND regularly engage in Sunder operations within their chosen Section in order to retain their assignment to the Section.

6.1.2 Members are expected to notify their immediate commander of any need to depart Sunder permanently so that rosters may be updated. See next section.

6.1.3 Members who depart temporarily for military or business reasons need only to email/PM their commander in order to preserve their standing within their Section.

### 6.2 Member Removal or Voluntary Departure

6.2.1 From time to time, members must be removed from their assigned Sunder Section. The reasons vary from disciplinary to administrative. Whatever the reason, it is done to ensure the security and well-being of Sunder, the Section, and its members.

6.2.2 Members failing to maintain participation in their Section via the Sunder forums by posting at least once a month or actively participating with Sunder in-game must be unassigned for security reasons, with or without notice. The member will be placed in "Registered Guest" status. Sunder is a team operation and requires every member to maintain an active presence in all Sunder activities.

6.2.3 If an inactive member wishes to rejoin operations, they need only file a new application



with their desired Section. The returning member shall enter Sunder with the lowest rank for the given Section to which they are applying. Section Commanders shall make the determination on whether or not to restore rank to the returning member; in most cases, no special exceptions will be made.

6.2.5 All members who are set as "Registered Guest" lose full TeamSpeak privileges for security reasons. There is limited access to a select few other Sunder forums as well.

6.2.6 Members removed for disciplinary reasons forfeit all benefits and accesses to Sunder. Members may be banned, via IP and other means, if their offense rates it.

6.2.7 Members who wish to leave a Section should notify their Section Command Staff via PM's or in-game TeamSpeak. They should also utilize "Check-Out Here" threads if available. Feel free to tell squad members you are leaving a Section in private, but do not utilize the forums to do so. Members who leave a Section Sunder is active in to join another clan/guild forfeit their entire Sunder membership for all Sunder Sections.

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## **7. Constitutional Amendments & Exceptions**

### **7.1 Amendments:**

All directives enacted under the Constitution may be amended in any way at any time at the discretion of the Sunder Command Staff to address any unforeseen circumstances that may or may not be properly addressed under the current Constitution.

### **7.2 Exceptions:**

Requests for Exceptions to Policy may be submitted in writing, by any member, for any unforeseen circumstances that may or may not be properly addressed under the current Constitution. The Request for Exception will be submitted by PM or emailed to [commandstaff@sunderhq.com](mailto:commandstaff@sunderhq.com).

### **7.3 Authority:**

The Sunder Commanding Officer will be the final authority for all amendments and exceptions.

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