

Code of Conduct

Being a *Walker Air Transport* Pilot is more than just flying and logging hours – it's how you:

- connect with your fellow Company Pilots;
- portray yourself – *and* the way your actions reflect upon us when flying in Air Traffic Control (ATC) simulation networks (*IVAO, PilotEdge, POSCON* and *VATSIM*) or posting in social media; and,
- interact with others in the flight simulation community at large.

We're very proud of our organization and the reputation we've built. It's important to us, therefore, to *always* be known as a professional *and* highly-respected virtual airline.

We're also a global community rich in cultural and geographic diversity – our pilots come from all walks of life and reside in countries throughout the world, all of us united by a shared passion for flying.

As a result, we continually strive to be welcoming, supportive and accommodating of all people. *Everyone*, we believe, *deserves* to be treated with dignity, respect, tolerance and civility.

Code of Conduct

Our **Code of Conduct** outlines the expectations we have regarding your behavior towards others within our company and the flight simulation community at large.

We promote the freedom of ideas, expression and open communication; however, we also expect you to follow our **Code of Conduct** when interacting with others while in the company *Discord* – *and* when using the company's assets in any Air Traffic Control (ATC) simulation network and/or representing us in social media.

From time to time, we understand there *will* be differences in opinions, viewpoints and/or perspectives when interacting with others. We readily acknowledge these differences and encourage active debate and/or discussion around them – *as long as our values are consistently upheld*.

At all times when interacting with others, therefore, you shall:

- treat everyone with courtesy, civility and respect;
- maintain a professional demeanor;
- think before you act;

- exercise good judgment and manners;
- use the Walker livery – **on all aircraft and at all times unless a member of the Patreon program, under which you follow the amended guidelines under said program** – when using our ACARS-driven *Flight Data System*;
- **not** discuss religion, sex, politics or any other topics commonly known to be controversial;
- **not** harass or threaten anyone;
- **not** insult or make derogatory comments about anyone;
- **not** use offensive, defamatory or threatening language;
- **not** engage in immature or situationally-inappropriate behavior;
- **not** disrupt the harmony and camaraderie of the company *Discord*;
- **not** troll Walker pilots or others in the Flight Simulation community;
- **not** share the private information of other Walker pilots with anyone *without* their express consent;
- **not** advertise another virtual airline (unless formally authorized in writing to do so by the *Business Office*);
- **not** discuss, reference and/or provide links to sites or locations holding/hosting illegal (pirated) software;
- **not** upload or distribute malicious material that may harm another pilot’s computer and/or electronic device(s); and,
- **not** post pornographic links or materials.

In order to ensure these behavior standards are maintained by all Walker pilots and staff, we have formalized them by creating and implementing this **Code of Conduct**.

Should you be found to have violated *any* tenant of this **Code of Conduct**, you may, depending on the severity of the violation(s) and at the discretion of the **Business Office**, be subject to any/all of the **Disciplinary Action** steps noted below, up to and including termination.

However, if the **Business Office** determines your violation is of a grave enough nature, whether in matter, intent or effect, the BO reserves the right to skip the warning and reprimand stages and merit your actions with immediate **termination** from Walker Air Transport.

Violation Stage	Action Steps
First	Warning with corrective action(s) required to alleviate the offending behavior(s).
Second	Reprimand ; a reduction in the accumulated earnings a pilot has received in the <i>most recent</i> twenty-five (25) flights and a reduction in the total points a pilot has accumulated in the <i>most recent</i> twenty-five (25) flights.
Third	Termination from <i>Walker Air Transport</i> and a permanent ban from the company <i>Discord</i> .

The decision of the *Business Office* is final. Appeals are **not** permitted.

And a final point...

Always be respectful towards your fellow **Pilots, Marshallers** and **Business Office Staff**.

Remember - in order to receive the respect of others, you must show respect to them.

If, for any reason, you can't accept the tenants of our **Code of Conduct** and agree to comport yourself in the manners prescribed, submit a **Help Ticket**.

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