

Markland Code of Conduct

All individuals participating in any official activity or event of Markland Medieval Mercenary Militia (Ltd) (“Markland”), whether a current member, past member, or non-member, are expected and required to follow our Code of Conduct (the “Code”). Failure to strictly adhere to the Code may result in disciplinary action, up to and including a lifetime ban from all future Markland events.

Prohibitions

1. Use of physical violence or credible verbal threat of bodily harm, assault, or battery in accordance with applicable state law is strictly prohibited outside the Official Markland Rules pertaining to each specific Martial Activity.
2. Use of the internet or any other means in an attempt to slander, injure, or paint Markland in an ill light (as determined by the Witan) is also prohibited.
3. Use of malicious and intentional speech or actions that attacks a class protected under Federal law; i.e. race, creed, sex, gender identification, etc (as defined by law) is strictly prohibited.

Filing a Grievance

All participants of Martial Activities must be fully familiar with the Official Markland Rules pertaining to the Martial Activity and are required to adhere to them. The Official Markland rules will be strictly enforced on the field of battle by the field reeves, under the direction of the Head Reeve, as designated on the Official Markland Event form.

Any grievance pertaining to a violation within the confines of the Official Markland Rules during a Martial Activity shall be directed to the Head Reeve. The Head Reeve has final and absolute say regarding any and all sanctions on the field of battle.

In the event that an incident occurs during a Martial Activity that should require additional action, including but not limited to (1) an egregious violation of the Official Markland Rules, (2) the combatant did not comply with the direction of one or more reeves or (3) the Head Reeve acted improperly in enforcing the Official Markland Rules, any party may file an official grievance with the Shire Reeve. The Shire Reeve shall have the discretion whether to elevate the matter to the Witan for discussion and/or sanctions. Any sanctions that include suspension or ban from any Markland event must be brought to the Witan, as discussed below. All matters brought to the attention of the Shire Reeve must be included in the Shire Reeve’s official report at the first business meeting following any incident.

Any grievance pertaining to a violation of this Code outside the confines of the Official Markland Rules during an official Markland event should be directed to the Markland House or group hosting the event, as designated on the Official Markland Event form (“Hosting Group”). The Hosting Group shall immediately inform any Witan member on site; or as soon thereafter

as possible. The Witan will have the sole discretion to sanction the offending party, as discussed below.

Any grievance pertaining to a violation of the Code outside of an official Markland event; e.g. use of the internet or any other means in an attempt to slander, injure, or paint Markland in an ill light, shall be brought to the immediate attention of the Witan, which will have the sole discretion to sanction the offending party, as discussed below.

Sanctions

Sanctions are to be decided on a case-by-case basis; taking into account the seriousness of the violation and the past conduct of any party(ies) involved.

1. Removal from the field of combat. Any reeve shall have the ability to remove any combatant from the field of combat, at their discretion, for any period of time, not to exceed 24 hours.
2. Probationary Period. The Witan shall have the sole power to place any individual or violates the Code of Conduct on a probationary period not to exceed one year from the date of the violation. Any individual who is placed on a probationary period, and violates the Code of Conduct while on said probationary period, will be immediately subject to additional repercussions.
3. Suspension. The Witan shall have the sole power to suspend any individual from any and all official Markland events due to a violation of the Code of Conduct. Suspensions shall not exceed one year from the date of the violation. In the event of a Suspension, any currently paid membership fees are forfeit/shall not be extended.
4. Lifetime Ban. In the event that any individual commits such a heinous act, makes ongoing efforts to harm Markland, or commits multiple egregious violations, the Witan may make a motion at any Althyng Meeting to Ban that individual permanently from attending or participating in official Markland activities. Such an action would require a 2/3 vote from the Fyrd. In the event of a Ban, membership shall be denied/revoked and if currently a member, current paid membership fees are forfeit/shall not be extended and any privileges such as access to our newsletter will be discontinued.

Matters in which the Witan determines action or sanctions should be taken shall be decided by a Majority vote among the Elected Witan Officials. In the event of a tie, the winning vote shall be the side of the Aeldorman +1.

All participants are expected to comply with all Federal, State, and Local laws which may vary by location of any given event.

This document may be modified at any Althyng meeting by a 2/3 vote from the Fyrd.

Internal Investigation & Disciplinary phase

Overview

In the event of a violation of the code of conduct, the Witan is expected to make best efforts to contact the accused and conduct an investigation within two (2) weeks of the violation being reported to the Witan. All Markland members have an obligation to cooperate with any investigation by the Witan. The Witan has the ability, but is not required to, appoint a paid and active Markland Member to act as an independent investigator whose sole responsibility will be the gathering of facts and evidence for the Witan's consideration. The Witan, or the independent investigator, will complete a written and oral or audio recorded report to the Witan within two (2) weeks of the investigation being assigned. If more time is needed to complete an investigation, the Witan or independent Investigator will submit a written and/or recorded report of evidence found along with a written request for more time NOT to exceed two (2) week increments. The Witan has the sole right to grant or refuse the time extension request. Upon receiving the Investigation report, the Witan will have a maximum period of thirty (30) days to review the evidence and make a decision on disciplinary action in regards to the violation. The Witan will attempt to notify the accused party of the decision first. The Witan will then inform the Fyrd of their decision at the next Council meeting/ Althyng.

Evidentiary process

The Witan, or appointed investigator, has the right to acquire the following evidence during the course of an official investigation:

Written statements whether annotated transcripts of a verbal conversation, a member's handwritten statement, or electronic communication including but not limited to email, Facebook and messenger, text messages, and other messaging media of all involved or witnessed parties.

Evidence including but not limited to personal cell phone recordings of the incident, Professional recordings of the incident, and material collected from YouTube or other social media outlets. If a Markland member has personal cell phone video of an incident they must provide a copy of it to the Witan via either hard copy or electronic media. In the event of a legal action, all collected evidence will be provided to the appropriate legal authorities.

While the Witan and/or independent investigator will make best efforts not to acquire personal identifiable information in the event that any personal identifiable information is inadvertently acquired it will be redacted from the official report.

Right of Appeal

An individual, or group of individuals, that are the subject of the Witan's investigation have a right to one appeal of any decision that results in sanctions for a time of greater than six (6) months, providing it is a first offence. If the individual, or group of individuals, have more than

one offense (regardless of term of previous sanction, they will have no right of appeal for the additional infraction. If the individual, or group of individuals, completes twenty-four (24) consecutive months of paid Markland membership after the end of a sanction term with no additional infractions, their record will be expunged and their right of appeal will be available again at the end of that twenty-four (24) consecutive months term of paid Markland membership. Individuals, or groups of individuals, who receive sanctions that are six (6) months or less in impact to them are not entitled to an appeal of the Witan's decision. The subject(s) of the appeal must inform the Witan in writing of their decision within thirty (30) days of the receipt/notification of disciplinary action. Upon receipt of the appeal, the Witan must respond to the subject within two (2) weeks and declare that the issue is to be discussed at the next available Spring or Fall Council meeting where the subject(s) can present their evidence and refute the disciplinary actions, upon which the Witan must initiate a vote to decide on the following, either maintain the current disciplinary action or to modify the disciplinary action to one of a lesser impact. The Witan/Council does NOT have the ability to increase disciplinary penalties at this time but may dispense with them as "time served" punishment or shorten said punishment within the confines of gross misconduct or malfeasance. In this instance the Witan/Council can only vacate the disciplinary action and end it early. The Council would require a 2/3rds vote to accomplish this. The Witan/Council may NOT overturn a Ban, as that process is determined by a vote of the Fyrd at an Althyng.