

# **The CODE OF CONDUCT OF THE CHANTICLEER INTELLIGENCE BRIEF**

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## **ARTICLE A – INTEGRITY**

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### **Section 1: Integrity of the Organization**

- i. Members should refrain from slander in all forms of communication: verbal, nonverbal, written, and visual.
  - a. Slander is defined as: making a false statement that is damaging to one's reputation.
- ii. No member may speak as a representative of the CIB without the expressed approval of the Executive Director and/or Faculty Mentor.
  - a. Members may freely engage in discussions concerning the CIB. In doing so, however, they should not imply that they speak for the CIB, or that the CIB supports their personal views and opinions.
- iii. The CIB expects its members to utilize social media responsibly, exercising professional and appropriate conversations, especially when displaying CIB material, such as logos and signs.
  - a. The CIB respects the right of its members to engage in social media activity as a form of self-expression.
  - b. Members are personally responsible for the content they publish on social media sites.
  - c. Members must be aware at all times of the implications of engaging in exchanges on social media that reference the CIB, or displaying photographs that include CIB logos and signs, whether this is done intentionally or unintentionally.

### **Section 2: Integrity of Members**

- i. Members are expected to hold themselves to a high level of decency in the organization and the community.
  - a. Decency is defined as: behavior that conforms to commonly accepted standards of morality or respectability.
- ii. Members are expected to abstain from the use and/or consumption of illegal narcotics and reckless consumption of alcohol.
  - a. The CIB prohibits its members from unlawfully manufacturing, distributing, possessing, or using illegal narcotics or controlled substances.
  - b. The CIB expects that those of its members who wish to consume alcohol do so responsibly and lawfully.
    - 1. Responsible drinking includes understanding the health issues related to the consumption of alcohol, making sound judgments about whether, when, and how much to drink, and avoiding excessive or "binge" drinking or any other abuse of alcohol that negatively affects one's academics, work, social, athletic or personal activities, and health.
  - c. Members may not use excessive consumption of alcohol and/or use of illegal narcotics or controlled substances as an excuse for any misconduct.
- iii. Members are prohibited from displaying hate symbols in the form of attire, adhesive displays, tattoos, and other forms, at all times, offline and online.
  - a. Hate symbols are defined as: visuals that relate to Nazi or neo-Nazi organizations, visuals relating to Confederate or neo-Confederate causes, as well as visuals relating to movements whose goal is to promote secessionism from the United States.

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## **ARTICLE B – RESPECT FOR MEMBERS**

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### **Section 1: Zero-Tolerance Policy**

- i. The CIB has a zero-tolerance policy for the following infractions: discrimination, bullying, hazing, intimidation, domestic violence, sexual exploitation, sexual violence/assault, sexual harassment, stalking, and making knowingly false allegations.
- ii. A zero-tolerance policy refers to the imposition of strict laws or penalties for even minor infringements of a code, in order to reinforce its overall importance and enhance deterrence.

## **Section 2: Prohibiting Discrimination**

- i. Members are expected to treat each other, and behave towards others in the community, with respect at all times.
- ii. Discrimination, bullying, hazing, and intimidation are prohibited.
  - a. Discrimination is defined as: the unjust treatment of members and executives, especially on the grounds of a disability, race, age, sex or sexual orientation, creed, country of origin, ethnicity, and financial situation, is strictly prohibited.
  - b. Bullying is defined as: the use of force, coercion, or threat, to abuse, aggressively dominate or intimidate. The behavior is often repeated and habitual.
  - c. Hazing is defined as: the imposition of strenuous, often humiliating, tasks as part of a program of rigorous physical training and initiation.
    - 1. The CIB completely abides by the policy on hazing, as outlined in the Coastal Carolina University Student Code of Conduct. The CCU Code of Student Conduct states: "Hazing is any reckless or intentional act, occurring on or off-campus, that produces physical, mental, or emotional pain, discomfort, humiliation, embarrassment, or ridicule directed towards other students or groups (regardless of their willingness to participate), that is required or expected of new members and which is not related to the mission of the team, group, or organization. This includes any activity, whether it is presented as optional or required, that places a new or current member in a position of servitude as a condition of membership".
  - d. Intimidation is defined as: intentional behavior that would cause a person of ordinary sensibilities to fear injury or harm

## **Section 3: Prohibiting Sexual Misconduct**

- i. Domestic violence, sexual exploitation, sexual violence/assault, sexual harassment, stalking, and sexual exploitation of incapacitated persons are strictly prohibited.
  - a. Domestic violence is defined as: violent or aggressive behavior towards a spouse or partner.
  - b. Sexual exploitation is defined as: acts committed through non-consensual abuse or exploitation of another person's sexuality for gratification, financial gain, personal benefit or advantage, or any other non-legitimate purpose.
  - c. Sexual violence/assault is defined as: intentional sexual contact with another person without that person's consent. Intentional is defined as knowingly and/or recklessly engaging in sexual contact without an individual's consent, and does not include accidental physical contact.
  - d. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, physical, electronic or digital conduct or communication of a sexual or gender-based nature.
  - e. Stalking is defined as: communicating and/or establishing contact more than once with another person, without that person's consent. Stalking includes following a person without proper authority, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person in a prohibited way, or interferes with a person's property.
  - f. An incapacitated person is a person unable to consent to sexual activities due to the use of alcohol or drugs impairing judgment, lack of consciousness, being asleep, developmental disabilities, or lacks full knowledge or information of what is happening.

## **Section 4: Making False Allegations**

- i. Making false allegations against a member is strictly prohibited.
  - a. False allegations are defined as: claims or accusations of wrongdoing leveled against someone that are untrue and/or otherwise unsupported by evidence.

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## ARTICLE C – CONFIDENTIALITY

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### Section 1: Prohibition of Breaking Confidentiality

- i. Any form of CIB communication (written or verbal) labeled confidential is prohibited from being discussed or distributed outside the CIB without prior authorization from the CIB Executive Director and/or Faculty Mentor.
- ii. For more information on Confidentiality rules see Article B, Section 3 of the *CIB Constitution*.
- iii. CIB Executive Officers are bound by the *CIB Confidentiality Agreement* by virtue of accepting to serve in the CIB Executive Team.

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## ARTICLE D – MISUSE OF EXECUTIVE AUTHORITY

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### Section 1: Prohibition of the Promise of Positions to Members

- i. Executive Officers are prohibited from promising members executive positions.
- ii. Executive Officers are prohibited from abusing their power through solicitation, defined as attempting to secure the support of members through an assurance of status in the CIB.
- iii. Executive positions and other appointed positions are offered based on abilities, not based on age or academic seniority.

### Section 2: Conflicts of Interest

- i. The CIB is committed to creating and maintaining an atmosphere of professionalism and mutual respect. The CIB recognizes that certain relationships and conduct in this setting have the potential to compromise, or appear to compromise, the fairness and objectivity of decisions, and the discharge of other professional duties.
- ii. For this reason, Executive Officers are highly discouraged from engaging in romantic and/or sexual relations with their organizational desk members.

### Section 3: Reporting Incidents

- i. If an incident relating to misuse of executive authority is reported to an Executive by a member, then immediate action is required by that Executive, in accordance to (a) below. Not taking action immediately following the reporting of an incident is a misuse of executive authority.
  - a. An incident should be reported to the Code of Conduct Officer, Faculty Mentor, or the Executive Team directly.
- ii. The CIB does not tolerate retaliation against, or the victimization of, any member who raises concerns or questions regarding a potential violation of the CIB Code of Conduct policy.

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## ARTICLE F – EXPRESSION OF POLITICAL VIEWS

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### Section 1: Political Activities by CIB Members

- i. As an organization, the CIB does not affiliate itself with political parties and does not engage in politics.
- ii. The CIB does not prohibit its members from expressing personal political views.
- iii. Political activities by CIB members must be conducted on personal time and using personal resources. The promotion of personal political beliefs—including by posting views online, distributing notices, or displaying political material—during CIB meetings and CIB-sponsored events is strictly prohibited.
  - a. Political material is defined as: Anything that is in support or favors any political party, politician, or topic/issue.
- iii. The CIB expects its members to express personal political views in a way that does not affect the unbiased nature of their analytical work undertaken in the context of CIB tasks.
- iv. Analytical conclusions are not considered political speech.
- v. When sharing personal political views in their private time, CIB members are expected to do so in ways that do not incite violence against people or property or contain hate speech. Inciting violence against people or property and engaging in hate speech are considered violations of the *CIB Code of Conduct*.
  - a. Hate speech is defined as: public speech that expresses hate or encourages violence towards a group based on disability, race, age, sex or sexual orientation, creed, country of origin, ethnicity, and financial situation.

## **Section 2: Abiding by the Form of Government of the United States of America**

- i. An individual may be deemed ineligible to join the CIB if they:
  - a. Advocate, with words and deeds, the overthrow of the constitutional form of government of the United States of America.
  - b. Hold membership in an organization that they know advocates, with words and deeds, the overthrow of the constitutional form of government of the United States of America.
  - c. Hold membership in, or support with words and deeds, a foreign intelligence organization.
  - d. Hold membership in, or support, with words and deeds, a foreign group or organization that is designated as a terrorist organization by the government of the United States of America.
  - e. Hold membership in, or support with words and deeds, a domestic group or organization that is designated as domestic violent extremist by the government of the United States of America.

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## **ARTICLE G – ENFORCEMENT OF THE CODE OF CONDUCT**

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### **Section 1: The Code of Conduct Sub-Committee**

- i. The Code of Conduct Sub-Committee is composed of the CIB Faculty Mentor and up to five members of the Executive Team, to include the Code of Conduct Officer and the Counterintelligence Officer.
- ii. The Code of Conduct Officer heads the Code of Conduct Sub-Committee. The Code of Conduct Officer also communicates with the rest of the CIB on behalf of the Sub-Committee.
- iii. The purpose of the Code of Conduct Sub-Committee is to determine a member's status in the organization following an alleged or verified instance of misconduct.
- iv. The Code of Conduct Sub-Committee reserves the right to determine probation periods, as well as the timing of a member's placement in, or removal from, probation.
- v. The Code of Conduct Sub-Committee reserves the right to remove a member from the CIB after two instances of misconduct while under probation.
- vi. The Code of Conduct Sub-Committee may consult with a member to discuss Code of Conduct violations.
- vii. Code of Conduct Sub-Committee meetings and deliberations are subject to the *CIB Confidentiality Agreement* and to the regulations contained in Article B, Section 3 of the *CIB Constitution*.

### **Section 2: Duties of the Code of Conduct Officer**

- i. The Code of Conduct Officer is an *ad hoc* Executive Position in the CIB. The Code of Conduct Officer has three main tasks, which are as follows:
  - a. Informing members of the importance of upholding the Code of Conduct at all times.
  - b. Appoints Executives to the Code of Conduct Subcommittee.
  - c. Initiating Code of Conduct Sub-Committee proceedings when necessary, in cooperation with the CIB Faculty Mentor and the Counterintelligence Officer.
  - d. Presiding over all Code of Conduct Sub-Committee hearings. In the absence of the Code of Conduct Officer, the Counterintelligence Officer assumes the responsibilities of the Code of Conduct Officer.

### **Section 3: The Handling of Zero-Tolerance Offenses**

- i. All zero-tolerance offenses will be reported to the appropriate Coastal Carolina University authorities, in accordance with University regulations.
- ii. While an investigation is taking place by the University, a suspension of CIB membership may be enforced, providing that the accuser requests it and the Executive Team consents.
  - a. Once the investigation is completed and the accused member is cleared of an alleged infraction, then it is their responsibility to reach out to the CIB and ask to be reinstated as a member.
  - b. The CIB Executive Team will meet and determine if the member is allowed reinstatement or should be officially removed from the CIB. At this meeting, the member's prior conduct will be reviewed along with other factors determined important by the Executive Team.

iii. If a CIB member is found by University authorities to have engaged in an offense that is considered zero-tolerance by the CIB, the offending member will have his or her CIB membership rescinded by decision of the Executive Team.

#### **Section 4: Probation for Non-Zero Tolerance Violations**

i. If a member is found by University authorities or by the CIB to have engaged in an violation that is not considered zero-tolerance by the CIB, the organization will determine if a period of probation is necessary. Decisions will be taken on a case-by-case basis.

a. Probation is defined as: a period of good behavior by a member under supervision.

b. Probation includes close monitoring and required briefings to the Head of Desk.

c. If a member does not have an analytical topic, they will be required to follow a topic of their choosing during their probation period.

d. Upon the Head of Desk recommendation, a member can be removed from probation and reinstated as a full member. The CIB Code of Conduct Sub-Committee will meet with a member to determine removal from probation status.

e. Those on probation are prohibited from running for Executive Office.

ii. If probation is not determined to be necessary, the member can be required to attend a meeting with the subcommittee to discuss the violation.

iii. More than 2 probations by a member during a single academic year will result in removal from the organization.

#### **Section 5: Code of Conduct Sub-Committee Decisions and Appeals**

i. Code of Conduct Sub-Committee decisions become official only following the approval of the CIB Faculty Mentor and the appropriate University authorities.

ii. Code of Conduct Sub-Committee decisions are announced to those affected by the Code of Conduct Officer in the presence of the CIB Faculty Mentor.

iii. Those not agreeing with a decision made by the Code of Conduct Sub-Committee can file an oral appeal by speaking to the Code of Conduct Officer or the CIB Faculty Member.

iv. The appeal will result in another deliberation by the entire Executive Team, in the presence of the CIB Faculty Mentor.