

Virtual Area Control Center Austria (VACC Austria)

Rules and Regulations

Effective as of 1st of June 2011

approved by

Approved by E-Mail

Peter Nielsen
Director VATEUD



A handwritten signature in black ink, appearing to read "Sascha Frühwirth".

Sascha Frühwirth
Director VACC Austria



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2 Preamble

The Virtual Area Control Center Austria (VACC Austria; www.vacc-austria.org) is a sub organization of the VATEUD European Division (VATEUD; www.vateud.net) of the Virtual Air Traffic Simulation Network (VATSIM; www.vatsim.net).

The missions and goals of the VACC Austria are the provision of high quality virtual ATC within the VATSIM network and the integration of pilots of any origin, as long as they feel associated to the VACC Austria.

The VACC-Austria is a non-profit organization; the membership is free of charge.

3 Definitions

References to the „VACC Austria – Homepage“ are, if not otherwise mentioned, related to the domain vacc-austria.org. The VACC Austria forum and the VACC Austria-Wiki can be reached via the homepage.

The infrastructure for VACC Austria consists of the „VACC Austria – Homepage“ (www.vacc-austria.org) and all its sub domains (e.g. charts.vacc-austria.org), a discussion forum (forum.vacc-austria.org), a Wiki (wiki.vacc-austria.org) and a Teamspeak-Server (ts.vacc-austria.org).

For the sake of easier readability, a specific gender differentiation in this document is omitted. All terms are meant in sense of equal treatment for both sexes.

4 Membership

4.1 Conditions and requirements for membership

To become a member of VACC Austria, one has to be an existing member of VATSIM, possess a valid VATSIM-ID, have a valid email address and have agreed to abide by the statutes as stipulated by VATSIM. Anybody interested to join the VACC Austria has to agree to these „Rules and Regulations“ currently at hand, the [VATSIM-„Code of Conduct“](#) and the [VASTIM-„Code of Regulations“](#) in the current valid version and has to agree to abide by them before entry.

When registering to the VACC Austria, all submitted data like name, VATSIM-ID, age etc. must represent the truth. Applications under wrong data are not valid and will be deleted.

If the VATSIM membership of VACC Austria members ends for any reason, the VACC Austria membership ends as well.

4.2 Type of memberships

4.2.1 Active ATC members

Active members have an active assignment to VACC Austria in their VATSIM profile, and have provided more than 10 hours as an active ATC during the last 6 calendar months as documented based on the VATSIM statistics.

For members with special recognition within the VACC Austria, VACC-Management can set this rule void until recalled.

Only active ATC members are eligible to vote on issues concerning VACC Austria.

4.2.2 Inactive ATC members

An inactive member is a member, who has an active assignment as an ATC member to VACC Austria in his VATSIM-Profile, but does not fulfill the minimum requirements as an active air traffic controller as described above.

Based on the rules and regulations at hand, an inactive ATC member will lose his active ATC member status. Inactive ATC members may not man any active ATC positions, and must contact the training department before returning to active status. The training department can therefore require further trainings if needed.

Inactive ATC members are not eligible to vote.

4.2.3 *Guest members*

Guest members are active ATC-members of any other VACC, who want to staff ATC-positions within VACC Austria.

Any VATSIM member that fulfils the requirements of a membership with VACC Austria and holds at least a Senior Student Rating (S3) may request a „guest member status“. The request has to be made in writing by email to the VACC-Management or via the contact form on the homepage. The application will be accepted or rejected by VACC-Management based on a majority decision. The organization team will inform the applicant via email if the application was approved or not. Other relevant regulations of VATSIM (e.g. TVCP) have to be accounted.

The right to claim being a guest member does not exist.

Guest members online less than 10 hours in the last 6 calendar months, based on the VATSIM statistics, can lose their membership status. For recovery of the membership, a new application must be sent.

In order to provide ATC, guest members need training on all specific station they would like to staff which is provided by the training department. If the instructor notices, that the controller's qualifications do not accomplish to VACC Austria's quality standards, the training department can withdraw the guest controller status.

Furthermore, guest members have no right to gain additional training by the VACC Austria training team for the purpose of achieving a higher controller rating other than the current one. VACC Austria will not provide a platform for ATC exams for guest members.

The rights and obligations as well as the termination regulations contained in this document are also valid for guest members (with the exception of being entitled for additional training). It is also understood that a guest member will automatically end his membership with VACC Austria in case of leaving his home/main VACC – irrespective of the reasons. This is not applicable in case the guest member changes his home/main VACC. Changes to the home base assignment have to be sent to the VACC-Management proactively in written form within 14 days. The guest member status ends automatically, if the controller exceeds this time span.

Guest members are not eligible to vote.

It is possible to accept a guest controller/member as a regular member of VACC Austria at any time. The necessary application has to be submitted in written form to the VACC-Management via email or using the contact form on the homepage. The application will be processed by the VACC-Management by a majority decision. The organization team will inform the applicant via email, if the application was accepted or not, as well as further required steps, in order to receive the status as a member.

4.2.4 Associate members

Non ATC members are defined as associate members. Associate members are in general members who hold a non ATC Rating, i.e. observers or pilots.

Associate members are not eligible to vote on issues concerning VACC Austria, unless a clear explicit approval has been granted by the VACC-Management for those members to participate in a vote or poll.

4.2.5 Regular members

Regular members are all active ATC members as well as all associate members with an active assignment to VACC Austria in their VATSIM profile.

4.3 How to join VACC Austria

You join VACC Austria by registering via the VACC Austria homepage. After registering, the membership is automatically defined as an „associate member“. Other memberships may become effective as defined in 4.2.

Persons applying for a VACC Austria membership with existing and active ATC ratings (S1 or higher) must send a written application for that transfer (therefore getting „active ATC member“) to the VACC-Management. This has to be decided by the VACC-Management in majority. Other relevant regulations of VATSIM (e.g. TVCP) have to be considered.

There is no enforceable right for a VACC Austria membership. The VACC-Management reserves the right to refuse an applicant based on observations from outside the borders and regulations of VACC Austria, if the attitude of the applicant is considered incompatible with the aims, views and needs of the VACC Austria.

The VACC Austria will at all times keep an updated list of members on their official website, including name, rating, CID (=VATSIM member ID) and status.

4.4 Further training to become „mentor“ or „examiner“

On their own request and in agreement with the training department, controllers can achieve further trainings to gain sufficient knowledge to become a mentor or an examiner. Nomination of an examiner can only be done by VATEUD after having received a recommendation by the training team. Both the decision and nomination process resides within the training department.

4.5 Rights and obligations of members of the VACC Austria

Members are obliged to abide by the following:

- To respect and adhere the rules of VACC Austria and their umbrella organizations;
- To treat each other with mutual respect. Threats, harassment or derogatory comments against other members will not be tolerated;
- To file any complaints to the management staff and grievances openly;
- To accept advice from more experienced peers;
- To abide by decisions made, as they have been made in good faith to comply with the purposes as stated above;
- To adhere to instructions regarding manning of ATC-positions within local airspace. They may be amended from time to time by decision of the VACC-Management;
- To comply with the duty to supply information

Members are entitled to:

- provide ATC-service within VACC Austria airspace after being approved for the relevant rating and position;
- use the infrastructure of VACC Austria according to their position.

Members acquire a title to:

- fair and just treatment;
- advice and receipt of training into ATC procedures;
- get recommendations for upgrades to higher ATC ratings as soon as practically feasible when they are considered competent;
- propose suggestions for change, as long as these are deemed to be in the best interest of VACC Austria and proposed to the VACC-Management in an appropriate manner;
- participate in debates and exchange information as provided in the VACC Austria forum.

4.6 Temporary suspension

Any member not adhering to the rules and regulations or disturbing the regular business of VACC Austria can be temporarily suspended from membership of VACC Austria, after a majority decision by the VACC-Management.

The maximum suspension period is one month. The temporary suspended member will be informed about the suspension and its duration by the VACC-Management to the email address stored in the member's profile.

A suspended member has the right to inform the VACC-Management about his wish for reactivation after his temporary suspension period, using the contact form on the homepage.

Any temporary suspended member is not allowed to:

- Man an active controller position within the VACC Austria;
- Utilize the provided infrastructure, including making posts in the VACC Austria forum; except public features (e.g. public downloads);
- Vote in any poll or election related to issues of VACC Austria.

If the suspended member remains counteracting VACC Austria and its rules and regulations, the VACC-Management reserves the right of instant dismissal of local membership of the member concerned.

If the suspended member is part of the VACC-Management, the regulations of 6.5 become effective in addition.

4.7 Termination of membership

The management of VACC Austria has the right to terminate the membership of any member of VACC Austria if he, after at least one temporary suspension, continues to violate the rules of VACC Austria or instructions from the VACC-Management.

The management has to inform the member about the reasons for this termination as soon as reasonably practicable.

Upon termination of the membership of VACC Austria the member will be removed from the list of members and immediately lose all and any privileges within the VACC Austria. The management will ensure proper records are kept about the member and have no obligation as to retain or remove any other documents, forum postings or other contributions whatsoever made or written by the member in question.

A member, whose VACC Austria membership has been terminated, may reapply to the VACC-Management for re-admittance once 24 months have passed since the date of termination. This re-application can be accepted or denied at the sole discretion of the VACC-Management, whose decision shall be final with no right of appeal.

For the avoidance of doubt: Termination of membership as stipulated above is limited to membership of VACC Austria only. It is not within the power of the local VACC-Management to terminate actual VATSIM membership. Members whose VACC Austria membership is terminated may apply for transfer to another Region, Division or VACC as stipulated by VATSIM.

4.8 Leaving the VACC Austria

A member can leave the VACC Austria at any time if he wishes to. The VACC-Management has to be informed in written form as soon as possible.

Upon termination, the member will be removed from the list of members and immediately lose all and any privileges within VACC Austria. The VACC-Management will ensure that proper records are kept. There are no further obligations for the VACC-Management.

If a regular member removes the assignment to VACC Austria in his VATSIM profile and decides to leave the VACC Austria, his status will be changed to „associate member“.

The person may still apply for a guest membership. The rules and regulations as described in 4.2.3 become effective.

5 Officials

5.1 Director

The VACC-Director (head of the organization team) is the prime point of contact between VATEUD and VACC Austria. The Director is also the head of the organization team and has to abide to the same rules and regulations as any regular member of VACC Austria and the duties and responsibilities as the other VACC-Management members.

The election of a VACC-Director requires a confirmation and acknowledgement by VATEUD. The VACC-Director may be dismissed by the unanimous decision of VATEUD1, VATEUD2, VATEUD4 and VATEUD8.

5.2 VACC-Management

The VACC-Management consists all heads and deputies of the management teams.

5.3 Management teams

The daily business of VACC Austria will be taken care of by four teams with different areas of responsibility. The mentioned teams exist for the divisions „Organization“, „Marketing“, „Training“ and technical staff and have a nominated head and a deputy head, which have the same duties and responsibilities.

5.3.1 Organization team

The organization team is responsible for the operational running of VACC Austria and is responsible for the following main areas:

- Representation and communication within VACC Austria, towards VATEUD and other VACCs and FIRs and other organizations
- Monitoring and support of the individual VACC-Management members
- Organization and scheduling of meetings with the VACC-Management and with regular VACC Austria members
- Administration of VACC members, especially the guest members
- Organization of real world events in close coordination with the marketing team
- Announcements of open positions in the VACC-Management and observation of elections
- Administration and control of adherence to the „Rules and Regulations“

5.3.2 Training team

The training team is responsible for mentoring and training controllers within VACC Austria as well as the ongoing support and advice of pilots. The individual duties and responsibilities in the area of training of pilots is strictly subject to „first-come - first-serve“ basis, time constraints being met and individual knowledge and aptitude being met. The duties and responsibilities are as follows:

- Compilation and creation of training documentation for controllers and pilots;
- Maintenance of and enhancements to the Wiki of VACC Austria;
- Nomination and training of mentors;
- Continuous quality control of the mentors;
- Training and education of „examiners“ and nomination of „designated examiners“ towards VATEUD for approval;
- Execution of „Controller Practical Tests“ (CPTs) as per requirements received from VATEUD;
- Active participation with VATEUD TD in matters of interest to VACC Austria and its members relating to „Euro Test“;
- Issuing of recommendations for „rating upgrades“ to VATEUD.

5.3.3 Marketing team

The marketing team is responsible for arranging real world and virtual events and the associated advertising of such. This includes following tasks:

- Planning and execution of virtual meetings („Events“);
- Planning and execution of real world meetings in close cooperation with the organization team;
- Promoting “Controller Practical Tests” (CPTs);
- Preparation of documents and drawings for events, CPTs and other general purposes for VACC Austria;
- Design and maintenance of a corporate design of VACC Austria for the internal and external appearance in form of documents and advertisements;
- Preparation and management of regular advertising campaigns in forums and other media;
- Active participation and interaction with the event management and marketing directors of respectively VATEUD and VATSIM;
- Creation and maintenance (or organizing other sources) of aviation charts of Austrian airports.

5.3.4 Technical team

The technical team is responsible for VACC Austria's technical infrastructure, organization and finances of its operation. The technical infrastructure includes:

- Forum (<http://forum.vacc-austria.org>)
- Wiki (<http://wiki.vacc-austria.org>)
- Teamspeak-Server (ts.vacc-austria.org)
- Homepage (<http://www.vacc-austria.org>)
- Server infrastructure and other relevant technical issues.

Due to the above following rights and obligations arise:

- Installation, implementation and maintenance of used hardware and software;
- Elaboration of financing options;
- Control and monitoring of ongoing expenses and reporting to the VACC-Management in case of changes in such or involved personnel;
- Control and monitoring of user activity in adherence to „Rules and Regulations“ and governing law;
- Immediate suspension of members in case of infringement to governing law.
- Suspension of members in case of infringement to the „Rules and Regulations“ in accordance with the VACC-Management;
- Maintenance and file keeping of server activities;
- Arrange regular backups with a data loss of maximum 7 days;
- Shutdown of infrastructure in case of a cease and desist order/warning or other legal matters until fact finding is completed and resolved;
- Securing sufficient resources for running the technical infrastructure.

6 Elections

The members of VACC-Management shall be elected by means of anonymous voting by the active ATC members of VACC Austria. Members of the technical team will be nominated by the VACC-Austria's management.

Positions outside of VACC-Management, e.g. assistants, mentors, administrators, forum moderators, persons responsible for chart drawing, designers, programmers or similar, shall be nominated by the VACC-Management. Any regular member fulfilling the below listed requirements is eligible for being elected into a team.

6.1 Minimum requirements to join the VACC-Management

Organization team:

- Rating:
 - Director: C1
 - Deputy: S3
- Regular continuous membership for 12 months
- Not a member of any other management team

Training team:

- Rating: C1
- Regular continuous membership for 12 months
- Not a member of any other management team

Marketing team:

- Rating: S2
- Regular continuous membership for 6 months
- Not a member of any other management team

Technical team:

- Rating: S3
- Regular continuous membership for 12 months
- Not a member of any other management team
- Well founded technical knowledge

The shortening of the minimal required membership up to 3 months before tender, can be accepted by a resolution of the VACC-Management.

6.2 Periodical elections for the VACC-Management

Each position within the VACC-Management is subject to elections every two years. Existing members of the VACC-Management can run for election as often as they wish.

Any member of the VACC-Management wishing to leave the VACC-Management has to inform the organization team immediately in writing. As a result of this, the organization team has to advertise the vacant position.

6.3 Election process

6.3.1 Organization, Training und Marketing

1. Advertising of vacant position(s) via the organization team – or in case of absence – by any other member of the VACC-Management over a period of at least 14 days; in the event of resignation of the Organization team or the entire VACC-Management it is the responsibility of the VACC Austria director to resume the duties and responsibilities until a new VACC-Management has been elected. The VACC-Management is furthermore responsible to nominate and communicate an official VACC Austria email address so that potential candidates may submit their application. The application shall include a letter of motivation and curriculum vitae. If required documents are missing, an extension period will be granted (see 2.); thereafter all applications without these two required documents will be rejected.
2. Review of all received applications by the organization team, in case of absence of the organization team by any other member of the VACC-Management. In case of faulty applications it is the duty of the Organization team – or in case of absence - by any member of the VACC-Management to ask for improvements to an application within a reasonable time frame.
3. Publication of applications fulfilling the minimum requirements over a minimum period of 7 days for review by all members who are entitled to vote via the homepage or the forum.
4. Realization of the elections in form of an anonymous poll in the forum for a minimum duration of 14 days. The election poll is to be published by the organization team – or in case of absence – by any other member of the VACC-Management.

After a valid and accepted election, the Director (head of the organizational team) and head of the training department must be approved by VATEUD. In case of no approval, further approaches will be coordinated and agreed upon with VATEUD.

6.3.2 Technical department

1. Advertising of vacant position(s) via the organization team – or in case of absence – by any other member of the VACC-Management over a period of at least 14 days. The VACC-Management is furthermore responsible to nominate and communicate an official VACC Austria email address so that potential candidates may submit their application. The application shall include a letter of motivation and curriculum vitae as well as a description of technical skills and knowledge. If required documents are missing, an extension period will be granted (see 2.). Thereafter all application without all required documents will be rejected.
2. Review of all received applications by the organization team, in case of absence of the organization team by any other member of the VACC-Management. In case of faulty applications it is the duty of the Organization team – or in case of absence - by any member of the VACC-Management to ask for improvements to an application within a reasonable time frame.
3. A ballot will take place within VACC Management. The procedure of 7.1 will be used for the voting, and the results will be announced/published by the organization team – or in absence – by any member of VACC Management.

6.3.3 Allocation of vacant positions

Any vacant position offered is within a specific team (e.g. "Marketing") only with no difference in the position. The positions within a department will be set by VACC Management.

Any changes in the positions of the director and head of the training department require the approval of VATEUD.

6.4 Deadline and quotas

At issuance of a tender, the due date will be indicated. The due date is the end of day before the tender. The number of eligible members for voting and the regular members eligible to be voted for are based on this due date.

A list of eligible members will be made available by VACC Management and posted on VACC-Austria homepage or the forum. This list can be appealed/objected, with appropriate documentation, until the end of the tender.

In order to maintain a valid election, the voter turnout has to be at least one-half (50 percent) of the active ATC members of VACC Austria.

If the necessary voter turnout has not been reached, the election must be repeated, starting with the tender. The second election must show a voter turnout of at least 33% of the active ATC members of the VACC Austria. If after the second election the voter turnout is less than 33%, the VACC-Management will decide by a majority vote upon the validity of the election.

To adopt a candidate, a simple majority of votes is required. In case of no majority result achieved a run-off (second ballot) has to be called upon.

If both positions of a team are vacant and to be filled at the same time, both will be tendered. The two candidates with the most votes are assumed elected. However, the position of department head and deputy will be decided within the VACC-Management.

6.5 Dismissal of members belonging to the VACC-Management

Members of the VACC-Management can be dismissed from their position by the VACC-Management based on a simple internal vote.

For a dismissal of a VACC-Management member by the VACC-Management, it is mandatory that all eligible voters of the VACC-Management are involved in the vote. The member subject of being dismissed has no voting rights during the poll.

A poll for dismissal of a member of VACC-Management has to be started in the event of at least 33 percent of all active ATC VACC Austria members having explicitly called by name and demanded in writing the same. Any of the regular members demanding this shall open a specially marked forum thread or submit via email in writing to the VACC-Management. Agreeing to this special thread by means of the „Thank-You-Button“ (Danke) does not count as an explicit consent!

The organization team shall immediately call upon an anonymous poll in the forum and furthermore inform the concerned member of the VACC-Management via email to the address stored in the member profile. The poll is valid if at least a 75 percent participation of all active ATC members has been achieved.

The concerned member of the VACC-Management is dismissed in case of 66 percent of the participating members voted for a dismissal. The due date is the day on which the written application has been published or has been received by the VACC-Management.

Only one vote against the same member of the VACC-Management can be cast every 6 months.

When a VACC-Management member is suspended (see 4.6), an extraordinary meeting shall be called by the organizational team, and a voting on the dismissal will take place.

7 Decision making process

The VACC-Management will take decisions independently.

7.1 Decision process within the VACC-Management

The vote of a team shall only be counted for in case of agreement between the head and the deputy head of the same team. Should this not be the case, the vote is invalid and does not count. In case of disagreement the majority of all other VACC-Management members shall count if the vote of this team is valid or not.

Is it not possible to come to a majority decision or is a decision not clear, a solution shall be found among the VACC-Management. The organization team is responsible to monitor this decision process and to come to a common decision within a timely manner.

If it is unlikely that a timely solution can be found, the organization team shall call upon a strike ballot in order to reach an agreement on the disputed question. The general rules for strike ballots shall be applied in this case.

7.2 Strike ballot

The transfer of decision power to all regular members in form of a strike ballot in the forum is possible at all times. A strike ballot can be called upon by the VACC-Management in form of a majority decision.

A strike ballot shall be called upon in case of major changes in the areas of membership or activities of the VACC Austria.

The provisions of exercising a strike ballot are identical to those of a regular election.

A strike ballot can also be called upon by the regular members of the VACC Austria in case of a decision already made by the VACC-Management. The strike ballot has to be raised by posting a personal, written declaration in the public area of the VACC forum. The ballot vote has to be called upon, if at least 75 percent of all regular ATC members agree to the initial request within 14 days by means of a public, personal and written declaration in the same forum thread the request was raised. Agreeing to this special thread using the „Thank-You-Button“ does not count as an explicit consent. A strike ballot for the same item can only be requested every 6 months.

A strike ballot shall be called within 7 days. It will be accepted if 75% of the active ATC members participate and agree to the request, which has to be done in a personal, written and public declaration in the same forum thread the strike ballot has been called.

The results of a strike ballot are binding to the VACC-Management.

8 Homepage and Forum

The official website of VACC Austria is <http://www.vacc-austria.org/>. Registering on the homepage automatically registers the user at VACC Austria-Wiki and VACC Austria-Forum. Furthermore, access to VACC Austria Teamspeak-Server is automatically granted.

Every Member is personally responsible for his utterances and contributions on all platforms provided by VACC Austria. VACC Austria cannot be held responsible – and explicitly declines any responsibility - for any utterances that are outside of the scope of the E-Commerce law in the current Authorized Version. The operators of the infrastructure of VACC Austria reserve the right to claim against the cost of damage or the associated risk of damages.

We do not tolerate any racist, radical right or left wing or any other violation of laws through comments, activities or links. Any abuse of this shall result in the immediate termination of VACC Austria membership, and safekeeping of access data, including personal data of the person involved for an unlimited period of time.

Any content of such form has to be immediately reported to the technical department.

Every member is personally and solely responsible for his credentials and any actions and activities related to them. Any transfer of his user credentials to a third party, is strictly prohibited. Any (assumed) loss of user credentials must be reported immediately to the technical department, for immediate deactivation.

Any partial or total malfunction of VACC-Austria technical infrastructure must be reported to the technical department. The technical team will then evaluate the cause of failure and repair the system dependant on their available time.

The owner/operator will not guarantee a flawless operation of the infrastructure, nor commit to upgrade or extend the current system.

9 Other regulations

All rights on materials (e.g. documents, pictures, programs, etc.) that have been especially made for VACC Austria are the property of VACC Austria, as long as no other rights are issued at the time of publication. Persons submitting any such material are responsible to ensure that this material is void of rights from third parties, or have the written consent and agreement to use this material free of charge at the time of creation and submission to VACC Austria.

9.1 Referendum

Members of VACC-Austria may address their wishes to VACC Management via a referendum.

Precondition for such a referendum require 66% of all regular members to file a request within 14 days via forum or mail, public or personally in writing.

The VACC Management will call a board meeting within 2 weeks, to discuss the request and publish the result in VACC forum thread the referendum was raised.

A referendum for the same item can only be requested every 6 months.

9.2 Proposed Changes to the „Rules and Regulations“

Any change to the „Rules and Regulations“ may be requested through the VACC-Management or a strike ballot.

Proposals for amendments to this constitution must be announced by the organization team to all active ATC members for discussion for at least 14 days. A vote about the change(s) shall be set up at the end of this period and must run for a minimum of 7 days.

The changes will be accepted and enforced if more than 66% of the votes cast by those member who are entitled to vote are in favor of the proposed changes. In this case a request for changes to the „Rules and Regulations“ shall be submitted to VATEUD for consideration and approval.

9.3 Internal Referendum of distrust of the director

A „referendum of distrust“ against the director may be put on the agenda of an extraordinary general meeting (EGM), which may be called for in writing by ten percent or more of the active ATC members of the VACC Austria.

The VACC-Management has to arrange the EGM within two weeks from the time it was called. If the VACC-Management neglects the call for EGM, the members calling may arrange the meeting or involve VATEUD1. In any case, all members must be informed at least one week prior to the meeting through email.

A „referendum of distrust“ should be opened immediately as the meeting is called to order as long as the members who called for the EGM have not withdrawn the call for the „referendum of distrust“. All active ATC members of the VACC Austria (including the VACC-Management, but excluding the director) have one vote. The poll should be open for one week.

When 66% of the valid votes are cast in favor of distrust against the director, the director is considered deselected and immediately loses his position and responsibilities. As soon as possible, a new director should be elected in a separate election according to the rules regarding elections. Until a new director is elected, the deputy director or - in case of absence - any other member of the VACC-Management has to take over the director's responsibilities as defined in 5.3.1.

Only one „referendum of distrust“ can be cast against the director every 6 months.

10 Commencement and effective period

If parts of the above „Rules and Regulations“ are void (do not comply with VATSIM regulations), then they should be replaced with similar compliant rules. All other rules remain effective.

The above „Rules and Regulations“ replace all former bylaws or versions and are effective as of June 1st, 2011.

11 Change log

Version	Validity	Remarks
1.0	July 1 st , 2008	initial version
2.0	June 1 st , 2011	extension of the VACC-Management; amendment to suffrage; enhanced duties for guest members; adoption to the new VATSIM ratings; complete revision

12 Appendix

12.1 Reference to external documents

- VATSIM Code of Conduct („CoC“):
<http://www.vatsim.net/library/codeofconduct.pdf>
- VATSIM Code of Regulations („CoR“):
<http://www.vatsim.net/library/codeofregs.pdf>
- VATSIM Transfer and Visiting Controller Policy („TVCP“):
<http://www.vatsim.net/staff/ec/ec-policies/>