

AIR OCEANIC

BRINGING OCEANIA TOGETHER

Air Oceanic Constitution

Version 1.1.2

11/05/2026

1. Preamble

Air Oceanic is a community-based virtual airline that provides realistic and engaging flight simulation experiences. This Constitution defines the governance, expectations, and membership structure that underpin Air Oceanic operations and culture.

2. General Membership Requirements

2.1 Membership Categories

- There are two categories non-staff members can be classified under.
 - 1. General Member
 - 2. Flight Crew Member

2.2 Membership Definitions

- A General member of Air Oceanic is any individual who has an active account in the Air Oceanic Discord server.
- A Flight Crew member of Air Oceanic is any individual who has passed the F/O Certification process and holds an active pilot rank

2.3 (a) General Member Requirements

- Minimum age: 13 years.
- Must hold an active VATSIM account.
- Must speak and understand English.
- Must remain in the official Air Oceanic Discord server.

2.3 (b) Flight Crew Requirements

- Follow all published SOPs and other training, operations and flying documents, procedures and NOTAMs.

An individual under the Flight Crew Membership must maintain the requirements of General Members

2.2 Simulator & Software Requirements

- Supported simulators: MSFS 2020, X-Plane 11/12.
- Up-to-date navigation data (Navigraph Subscription).
- Required or equivalent aircraft add-ons.
- Realistic settings and weather are required to be used unless specified otherwise.

3. Governance Structure

3.1 Executive Team

- Chief Executive Officer (CEO) (AO1)
- Chief Operating Officer (COO) (Deputy Executive) (AO2)
- Chief Financial Officer (CFO) (AO3)
- Chief Marketing Officer (CMO) (AO4)

- Executive at Large (EAL) (AO5)

3.2 Portfolio Managers

- Operations Manager (AO12)
- Marketing Manager (AO14)
- Training Administrator (AO22)

3.3 Departmental Support & Assistance

- **Training Department**
 - Instructor
 - Chief Flight Instructor
- **Operations Department**
 - Operations Assistant
 - Event Lead
 - Event Coordinator
- **Marketing Department**
 - Marketing Assistant
- **Community**
 - Community Moderator

4. Rank & Progression

4.1 Pilot Ranks

- First Officer (F/O) – 0–50 hours
- Senior First Officer (S/FO) – 50–100 hours
- Captain (CPT) – 100–200 hours
- Senior Captain (S/CPT) – 200+ hours

4.2 Promotion Criteria

Promotions are based on flight hours, performance, and procedural compliance.

5. Conduct & Expectations

5.1 General Conduct

- Represent Air Oceanic professionally.
- Respect fellow members, ATC, and all network rules.
- Misconduct may lead to warnings, retraining, suspension, or removal.

5.2 Communication Etiquette

- Use appropriate language and channels (Discord, Email, Website).
 - Maintain a respectful tone at all times.
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6. Disciplinary Process

Violations of the Constitution, SOPs, or other official policies will be addressed in accordance with the **Air Oceanic Code of Conduct Policy**.

This includes - but is not limited to - warnings, retraining, rank reduction, suspension, or removal.

Members may submit an appeal as outlined in the Conduct Policy.

7. Data Privacy & Security

7.1 Member Data

- No personal data is shared without consent.
- Information is used strictly for operational purposes.

7.2 Account Responsibility

- Members are responsible for securing their own accounts - that includes, but is not limited to: Discord, Newsy, VATSIM and Navigraph accounts
 - Suspicious activity must be reported.
 - Air Oceanic accepts no liability for member data compromised outside of Air Oceanic's management or control.
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8. Amendments

This Constitution may be amended by the Chief Executive Officer, effective immediately, or a majority vote of the Executive Team at any time. Members will be notified of all updates.

9. Acknowledgment

By joining Air Oceanic, members agree to uphold this Constitution and act in accordance with its principles and supporting policies.

mbelbin

*Max Belbin, Chief Executive Officer
2026, Air Oceanic*