1. Legal, Policies and Procedures

Pacific Airways policies & procedures are found in here.

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Legal

Age Requirement

To join Pacific Airways, you must be at least **13 years of age**.

By applying to join Pacific Airways, you the applicant that you satisfy the below criteria.

1. Meet the minimum age requirement, and
2. If you do not meet the minimum age requirement that you have been granted to join via a parent or legal guardian.

If you do not meet the above criteria, please contact us via our **contact form** or join our **discord server**.

Terms & Conditions

Terms of Service
PURPOSE:
The purpose of this policy is to utilize communication between the users (Pilots & Staff) with the expectation that the Company (PAY) has set forth for anyone's access to our systems.
SCOPE: Pacific Airways (PAY) maintains informational systems for the use of pilots and staff. The purpose of these systems are to facilitate the exchange of information within Pacific Airways and those that Pacific Airways interacts with. Users have access to these systems consistent with the requirements of their positions within Pacific Airways and are expected to use these systems in accordance with The Terms of Service.

THESE SYSTEMS INCLUDE, BUT ARE NOT LIMITED TO:
1. **PAYacars System:** Pacific Airways maintains a Reporting System which pilots use to record
their flight times into a Flight Log and all flights should reflect an accurate and Sanctioned
Airline flight.
2. **Discord Server:** Pilots and staff can communicate using The Discord message board system
(Audio and Video). Discussions may contain topics of flight simulation, items other than Pacific Airways business and issues related to general aviation topics. However, everyone must be aware that our audience varies in age (including minors) and as such must use discretion when making comments or posting a topic.
3. **VATSIM Channel:** Pacific Airways maintains its own channel

(128.95) with VATSIM to be used by Pacific Airways pilots while flying online to communicate with each other. Similar to our Discord Server, access is possible by participants of all ages and therefore discretion should be used.

SITE POLICY:

1. Ownership of Pacific Airways Systems: All systems are the property of Pacific Airways. These include but are not limited to websites, forums, Discord, VATSIM channels and aircraft. They are to be used for purposes in serving the interests of Pacific Airways pilots and staff members. Any improper use of said systems is not acceptable.

2. **Proper Use of Systems:** Pacific Airways systems are not to be used for accessing, transmitting, retrieving or storage of any data or communications of a discriminatory or harassing nature as with materials that are offensive or of a sexual nature. Pacific Airways will not tolerate misconduct involving harassment of any nature. No messages (including pictures, images, text or video) with derogatory or inflammatory remarks about an individual's race, color, religion, sex, age, sexual orientation, national origin, citizenship, veteran status, marital status, physical or mental disability shall be transmitted in any way. No abusive, profane or offensive language is to be transmitted through Pacific Airways Communications systems in any way. Actions will not be tolerated.

3. **Solicitation:** Any form of non-company (Pacific Airways) business conducted on these
Informational Systems in any form and not to be limited to any VA Head Hunting Are Strictly
prohibited.

4. **Exception:** Selling or Giving Away of Flight Sim hardware is Allowed Among Members. Selling or Giving Away of Flight Simulator Software will NOT be Allowed without a EULA Signed by the first party user releasing their rights. (Active Members Only).

5. **Privacy of Communications:** Communications on the company's systems are not private.

Users should be aware that comments made using Pacific Airway's systems may be viewable by all parties. Pacific Airways reserves the right to access any user accounts, files, Discord messages and if needed will audit or delete discussions as seen fit, from time to time.

6. Moderating: Pacific Airways Reserves the right to Moderate its informational systems to
ensure proper order, and appropriate use by pilots and staff.

7. **Communications:** Each Pilot and Staff member are Responsible for the content of all text,
audio or images that YOU place or send over Pacific Airway's servers. No message or other
electronic communications may be sent which hides the identity of the sender or represents the sender as someone else or someone from another organization. All messages communicated on Pacific Airway's systems WILL contain the actual user's Full Name. Any messages or information to another individual outside of the company via an electronic network (e.g.: VATSIM, bulletin board, online service) are statements that can directly reflect Pacific Airways. While some users include personal "disclaimers" in their electronic messages, there is still a connection with Pacific Airways, therefore any statement that may be Associated to Pacific Airways for Legal considerations will not be tolerated.

Contacts & Responsibilities:

To promote the efficient use of and to avoid misuse of Pacific Airway's informational systems

This Responsibility Statement will be at least Reviewed and distributed to all users of this
system.

Violation Process:

Failure of any user to adhere to this policy may result in one or more of

the following:

1. Corrective action against the offending party or parties, up to and including termination.

2. Temporary reduction or suspension of systems privileges.

3. Permanent revocation of access to systems.

4. For misuse amounting to criminal behavior of any kind, will be referral to appropriate law
enforcement agencies.

Privacy Policy

Pacific Airways asks that all pilots remember that we will not, under any circumstances,
redistribute your e-mail address or any other personal information to any third-party
organization(s). Your e-mail address is only viewable to authorized staff members. Please note that our staff will never ask you for your password. Should anyone ever ask you for your password, or any other personal information, please report it to an executive staff member immediately.

Children's Online Privacy Protection Act
Pacific Airways complies with the Children's Online Privacy Protection Act. Under this act, web
site operators are not permitted to require a child under the age of 13 to disclose identifiable
information.
Pacific Airways collects personally identifiable information during registration. Therefore, we
cannot allow any individual under the age of 13 to become a member of Pacific Airways.

Website Cookie Consenting
Pacific Airways complies with GDPR & ePrivacy, our website only stores direct login information eg: pilotid & session data (vital for usage in accessing our website areas).

None of our members information can be accessed publicly and can only be accessed by logging into our website, we do **not** store (address information, credit card information).

Disclaimer

Pacific Airways is a non-profit virtual aviation organization and is a fictional company operating solely for the entertainment of flight simulation enthusiasts. We are a proud member of VirtualAirlines.com and are owned and operated by Pacific Airways Inc Group. All content found on this site is copyrighted, and any files on this site that Pacific Airways does not own copyright privileges to are being used with permission from their respective authors. The use of copyrighted Pacific Airways material found on this site, which includes, but is not limited to, names and logos, is restricted and may not be used by anyone without the express written consent of Pacific Airways. Redistribution or any other use of such content found on this site is strictly prohibited. All information contained on this website is not intended to be used for real world aviation purposes.

Policies

Flight Simulation Time

Flight Simulation Time: ALL flights that are logged are to be flown at 1X Si mulation time only. The only exception to this rule is to catch up to where you were after a computer lockup. However, you will be docked points for doing this.

Inactive Policy

Inactive Policy: Pilots must log one flight <u>every 30 days</u> to remain active. (Lifetime Members are exempt)

After thirty days, you will be automatically marked on leave. You will be contacted by email and the internal message system to review your status if you haven't flown. If you are deleted because of inactivity, you must re-join the airline, and you will lose your previous pilot ID number (PID) and logbook. If you decide to rejoin the airline after you have been terminated, we will not be able to restore your logbook or g ive you credit for your previous hours. If you plan to remain inactive for more than 30 days, request an LOA (Leave of Absence).

LOA's

L.O.A.'s: Leave of Absence is approved by staff after you log 1 flight leg for six (6) months. LOAs are requested by email to any executive staff member. After the six-month term, the pilot will be contacted so he/she can request that the LOA be extended to another six months if necessary. Suppose exceptional circumstances exist, like military deployments, illness, schooling, etc., longer than 6-month LOAs can be approved by any Executive staff member Any pilot who fails to keep a good email address or cannot be contacted after 6 months will be removed from the roster.

Email and Messages

Pacific Airways requires all pilots to maintain a good email address. You can change your email from your dashboard by clicking on your profile, then settings from the dropdown menu. News and information will be sent out by email from time to time. Be sure to use an email address you do not mind receiving these mailings to. vaBase also has an internal message system. Click on the message system next to your profile, then send message to send a message to any PAY pilot or staff member. Management will use this to send you a message if your email comes back as bad to get ahold of you. Be sure and check your inbox for messages from time to time. There will be an alert icon next to the message center when you have a new message.