

11.17.2020

NOTE: Quotes, generally appearing at the second bullet level and deeper, are reproduced verbatim, including any grammatical or spelling errors. The signifier "[sic]" will *not* be used for such instances.

SUMMARY: Magnus first presents the plagiarism to Disc chat with a fractured timeline and significant personal commentary, interspersed with IRL issues. The general consensus among the team is that this is not definitional plagiarism, but does constitute idea theft and being a dick. The security breach is only mentioned once, offhandedly.

- Tuesday afternoon, Cerastes posts their SCP-001 proposal, which includes the Great Seal and the Alchemy Division as plot points.
- Tuesday evening, Magnus messages Disc chat with a report. He notes the above, and several statements that affirm he has been writing about/building up to the idea of the Great Seal in his Alchemy Department canon for two years. He also states that Malyce spoke to Cerastes on the topic, Malyce had told Cerastes it wasn't cool and that Magnus had looked at the draft in McB's IRC sidechat.
 - "At minimum, I am very, very angry that he presumed to take my series/canon's climax, and steal my thunder."
- Magnus shares several screenshots from the aforementioned IRC room that show the line of discussion, in which both Magnus and Stormbreath make statements in the vein of "this is stealing a 001". Cerastes apologizes and states they meant to get ahold of Magnus, and Magnus responds by noting his life has been recently complicated.
- Zyn is aggrieved by Cerastes being told of problematic content and posting it anyway "knowing fully what magnus was dealing with". She is corrected by Magnus and Malyce who say that Cerastes did indeed remove the offending portion in the draft phase, but likely would have posted it anyway if he had not been informed it was problematic. They also discuss how it is perceived common knowledge that Magnus has been planning a Great Seal 001. **They claim Cerastes knew this, though no evidence is presented.**
- Soulless posits that this is not clear-cut plagiarism, but instead falls under 'don't be a dick' rules. Malyce agrees, and Soulless volunteers to write up a post on O5.
- Zyn idly mentions that Cerastes is already on thin ice after his brother made it into staffcord. **This is the first time the security breach incident is mentioned in the Disciplinary server.** It is not immediately responded to. Zyn, Malyce, Taylor, and Magnus agree that this, along with the brother-in-staffchat incident, presents a pattern of behaviour that make them all uncomfortable with Cerastes being a staff member. There is discussion about who should approach Cerastes.
 - "Cerastes is only not a plagiarist because he has good friends."
- **Taylor suggests Magnus recuse himself; Magnus agrees to do so, but continues to speak and offer guiding input through the rest of the incident.**

- There is some discussion about what the charter implies for these kinds of situations and demotion votes. Soulless attaches relevant quotes from the Demotion section of the charter.
- Mann pings Dexanote to bring him into the discussion. He catches him up, and Dex agrees with the consensus.
 - “Cerastes is potentially being a dick and/or plagiarizing, and we're considering demotion.”
 - “I'm skimming above. I cannot dedicate time or mindpower appropriate for this at this moment, but will review at work tomorrow and when i'm home try to begin the draft. Day after tomorrow I am free the entire day.”
- Soulless offers a plan to make a thread and debate action while allowing input from non-Disc staff, though Disc and admins will ultimately make the decision.
- Disc staff agrees that Cerastes does not need to be informed ahead of time, based on the precedent of Raven's demotion and Metaphysician's ban. More precedent is discussed. It is agreed Corvus, as Cerastes' captain, should be informed.
- Mann notes he is “pissed on Magnus's behalf, but I want to make sure we come up with a good precedent.” **Magnus again states he is recusing himself.**
- Everyone goes to bed. Discussion ends for the day.

11.18.2020

<p>SUMMARY: The tide is against Cerastes, due heavily to Magnus' and Malyce's venting about him. The security breach incident comes to light as it is explained to Dex, and is discussed openly by team members as part of a larger pattern of negligent and untrustworthy behaviour from Cerastes. Magnus repeatedly says he is recusing himself, but continues to participate and inadvertently poison the well.</p>

- At this point, Cerastes' Proposal was self-deleted from the site, presumably due to middling performance and reviews.
- Wednesday morning, Dex quotes a message from Zyn last night with a ping, expressing shock and unawareness that Cerastes' brother made it into Staffchat. Magnus and Dexanote express suspicion and disbelief of Cerastes' explanation. Magnus and Bluesoul agree that the larger issue is that Cerastes didn't immediately come forward, and Magnus forwards screenshots, in which Cerastes states that it was a technical glitch as a result of the accounts sharing a computer, and that they did not immediately come forward due to fear of messing up on their first few days as staff. A pastebin is attached: <https://pastebin.com/e06897J5> (archive)
- Magnus and Tuomey agree the matter is more negligent than malicious, but still problematic. Malyce discusses broader issues with Cerastes, such as them only doing staffwork when asked, and that as a user they only trade critique instead of altruistically offering it. Nothing mentioned falls within Disciplinary purview.

- “I don't think Cerastes is a bad person, I just think that they are naturally inconsiderate and selfish. Which I totally understand as I have to work hard to be both considerate and altruistic”
- Soulless notes that the Staff discord is not public knowledge, and everyone agrees that it's better to call it nonspecifically 'staffchat' to avoid exposing the existence of the Discord on O5. The reason for this being sensitive information is not immediately clear.
- At this point, the channel breaks to discuss DrChandra's plagiarism appeal.
- Some time later, Taylor brings up the status of the Cerastes matter; Dex states he plans to make the post tomorrow. Erasmus questions whether Cerastes was ever shown Magnus' 001 draft, and Dex admits he is unsure and following the consensus of the chat. Momentarily, Erasmus and Taylor discuss securing the Tumblr account, where Cerastes is a moderator (and cannot be removed except voluntarily due to Tumblr's design). **Magnus admits that at no point was there a draft for his Great Seal 001.**
- Taylor points out that since the plagiarized material was never posted, there is little basis for a site ban. Magnus disagrees on the basis that Cerastes continued to work on the draft for a week after being informed (*n.b. at least part of this time would have been spent removing the offending portions*).
- Malyce clarifies they assumed the discussion was about a censure and a demotion, but is not opposed to a ban. Magnus agrees that this is a grey area. Soulless begins to tabulate who is in favor of a reaction vs a ban, but Dex steps in and reiterates he plans to handle it tomorrow, due to being at work.
- The room discusses that they are unsure whether it rises to plagiarism but agree it is a dick move. Magnus comes out harsher against it, while Erasmus seems mellower.
- **For the third time, Magnus states he should recuse himself.** Soulless says he should collate his thoughts into a single document.
 - “Magnus my general opinion is that your feeling about it should be collated into a formalized document that is given to Cerastes' peers as part of the report Dexanote writes”
- Magnus reiterates his arguments: on one hand, Cerastes was told of the offending portion and only removed it three days before post. On the other hand, it was removed. Erasmus questions the possibility of independent discovery, but Magnus insists this is unlikely and provides a quote from the sandbox (one that was removed on the 14th, three days before the article was posted). Erasmus then agrees a plagiarism charge is appropriate.
- The room agrees that the point of contention is that the offending material was never posted to the site, though users have been banned for plagiarism in sandboxes prior. Largely the consensus is that this is not plagiarism, but it is conduct unbecoming of staff. A notable exception is Magnus, who supports a plagiarism charge and states that as the draft would have been posted with the offending material had Stormbreath and McB not said anything – **a series of events that did not occur. He admits there is too much uncertainty to support a permaban, but suggests a year or six months.**
 - “If I had to make an (unofficial) recommendation, I think a permaban is one of those absurdly rare times in a potential plagiarism case where it might not be

appropriate. There's too much grey here. I would instead council something like a year or six months, but, this is obviously something I'm biased for here.”

- Malyce observes that a public removal from staff may cause Cerastes to leave the site, and Magnus affirms that regardless he will be giving “the coldest of shoulders” to Cerastes.
- Erasmus states he “should probably recuse [himself]”, as Cerastes is on his team.
- Malyce supports public censure/demotion as this is not clear-cut plagiarism; Magnus supports a non-permanent Dick Behaviour ban, but notes it “could be perma”.
- The room temporarily discussed locking the sandbox in the event Cerastes attempts to delete it with the intention of obscuring evidence. Soulless, Bluesoul, Malyce, Mann, and Magnus agree that deleting the sandbox would be damning in and of itself, and leave it unlocked. Dex, confused, initially thinks the sandbox has been deleted, but is caught up and suggests taking screenshots.
- At this point, the room breaks to discuss an unrelated case that continues for the rest of the day.

11.19.2020

SUMMARY: The first disciplinary thread draft is workshopped, and prepared with evidence. At this point the first incongruities between adcap’s knowledge and involvement with the security breach and disc’s awareness of it come to light. Due in part to Dexanote misunderstanding the charter, the thread is posted as a demotion rather than a discussion of a demotion.

- Thursday afternoon, Magnus questions whether the Cerastes thread will go up today, because he wants to sleep. Dex confirms it will, and as Magnus isn’t needed for the thread, to go rest.
- Thursday evening, Dex posts a Google doc containing a draft of the initial O5 post to solicit feedback. Malyce provides archives of the 001 draft on November 9th, 14th, and the final posted draft. Various other small inconsistencies in the post draft are fixed.
- Thursday night, Dexanote prepares to post the draft and confirms with the others that he is doing the thread-posting process correctly. Zyn fixes small wording issues.
- Magnus voices personal thoughts on Cerastes. Dex tells him to wait until the discussion has happened, as he’d “rather not open up a harassment case against [Magnus]”.
 - “This means I don’t have to be nice to him anymore, right? (Not that I’m gonna go in to sssc and give him the double bird)”
- Dex posts the thread and pings @here with it. **Taylor questions whether Cerastes’ involvement in the Discord ‘leak’ is a secret from the rest of staff, and Magnus tells them that it is adcap-only at the moment, as well as not to mention the Discord on O5.**

- Soulless confirms with everyone whether a) this is a demotion b) whether the demotion process in the Charter can be linked c) whether Cerastes' staff powers/responsibilities will be held in abeyance. Dex's final response:
 - 0. This is a discussion on whether demotion is the correct course of action. This is not yet a demotion thread. We do have a demotions process, and if the thread leans that way, I or Soulless will make a reply post to this first post with the process.
 - 1. This is a disciplinary thread and Disciplinary team staff have the ability to moderate and keep it on rails. Stay on topic for what the thread is discussing.
 - 2. I will request that Cerastes' staff responsibilities are held in abeyance until a conclusion is reached in this thread.
 - **Magnus suggests mentioning Cerastes “previously concealed an issue regarding staff chat access.”**
 - “Which should be vague enough, and if anyone wants clarification, we can deal with that”
 - At this point the first scope issues arise; Soulless is confused as to why this is a discussion on whether demotion process should be followed when this *is* a demotion process.
 - “I don't understand how we're not currently following the demotions process This is all quite literally what the process is. The process is holding that the responsibilities are in abeyance, and the staff decide whether or not to censure, demote, or no guilt found”
 - “I'm confused because the demotion process explicitly does not mean a process to demote a staff member but instead a process to determine whether or not staff behavior has merited action onto their status as staff”
 - Dex cedes that this is effectively a demotion thread and edits his response accordingly. Soulless solicits their post for feedback, and Dex clears it. He then goes to bed.
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11.20.2020

SUMMARY: The first posts of opposition in the thread have begun to filter in, angering Magnus and Malyce and changing Erasmus' mind, causing further friction. Magnus' anger is exacerbated by IRL issues. There is a limited amount of rudeness and venting about other users as team members formulate responses in the thread. At this point, the 001 issue still takes center stage, and the security breach is only really discussed superficially in the context of being an example of a pattern of behaviour. The consensus on the 001 issue is that Cerastes did not do his due diligence in asking Magnus' permission to write about the Great Seal even though all offending content was removed prior to posting.

- At this point, active discussion has begun in the first Disciplinary - Cerastes thread: <http://05command.wikidot.com/forum/t-13868187/disciplinary-cerastes>
- Early Friday morning, Erasmus shares concerns that after reading posts from Cerastes, stormbreath, and Weizhong, that the Disciplinary Team may have “jumped the shark” on this. Magnus questions whether Erasmus read the drafts, as he believes that reaching that conclusion is impossible if one did. Erasmus cedes he did not read every iteration and may have missed something, but trusts Weizhong’s analysis.
 - “Seems like the crux of the matter is that there’s a Sarkic seal and at one point Cerastes connected that to the alchemy one via a reference but otherwise there isn’t really any similarities?”
- Magnus expresses frustration at recent life events and the timing of the discussion, which makes him unable to get involved on O5. Erasmus apologized for upsetting him.
 - “But if wei's post is off base, and people go off that, I'm going to fucking flip.”
 - “.....THROWAWAY REFERENCE?? THIS IS THE CLIMAX KF THREE YEARS OF WRITING. I cannot fucking deal with this.”
- Dexanote feels Erasmus and Weizhong are off base, given that multiple people (2, stormbreath and McB) pointed out the similarities to Magnus’ idea; Erasmus counters that one of those people, stormbreath, just posted in the thread confirming he doesn’t believe this was plagiarism.
 - **“So basically not a single reviewer accused him of plagiarism, and only one warned him about anything propriety related - a warning that was heeded.”**
- Dex agrees this is a fair assessment, makes several posts in rapid succession, questioning what to do now that the demotion process has been inadvertently initiated – when he desires a discussion thread first.
- Magnus requests someone clarify in the thread that the discussion is not about whether this constitutes plagiarism, but whether Cerastes should be demoted “due to a pattern of negligent behaviour.”
- Dex makes a post confirming that no one is aiming for a plagiarism permaban, and assumes responsibility for using unclear wording that obfuscates the purpose and goal of the thread. He also notes that others have brought up the idea of a pattern of negligent behaviour from Cerastes, though he admits he himself is unfamiliar with any involved events.
- Magnus states that the breach was irrelevant; Cerastes’ response was. **He reaffirms that this is not a plagiarism case, but one about “continual negligence and shitty behaviour” as staff.**
 - “The actual breach? Non-issue. Trying to hide the fact it was him? Huge issue.”
- Erasmus argues that any pattern is vague and unsubstantiated, as well as being irrelevant to the issue at hand.
 - “I’m not saying that wasn’t a fuck up but the incident was discussed and dealt with weeks ago and isn’t relevant to this case”
- There is disagreement on what exactly Cerastes’ article took from Magnus’ ideas; Erasmus believes they were independent concepts sharing little more than a name, Magnus believes it was a concept wholesale lifted from him.

- “The origin of the great seal is my 001. And it's a HUGE article involving dozens of storylines, and characters.” (*n.b. Magnus did not have a draft of his 001.*)
- Erasmus posits the move would've been to ask Cerastes not to do so, and is a non-issue considering it was removed before posting regardless. Magnus expresses displeasure that he never received an opportunity to do so, due to life events not giving him time for a discussion with Cerastes over the week between when Magnus became aware of the draft and when it was posted.
 - “The solution there is just ask him not to make the reference so your planned canon isn't disrupted”
 - “I never got the opportunity!”
 - “And it seems like he did remove the reference before posting?”
 - “Yeah! After I was pinged by incidence and berated him!”
- Soulless and Magnus argue that what Cerastes lifted went beyond reference, into the realm of “directly taking the finale of a series for themselves”. Erasmus disagrees, and feels that the concepts were distinct enough not to necessarily be theft, coupled with the fact they were removed before posting, makes this a non-issue.
- The course of the discussion follows this general pattern:
 - Erasmus's stance is threefold; that the Great Seal as in Magnus' ideas and in Cerastes' proposal are not similar enough to constitute idea theft. That no canon implicitly means that it is allowable for someone to take the idea of the Great Seal and write their own 001 about it (which he does not believe Cerastes did, but would have been allowable regardless) and this does not prevent Magnus from writing his own.
 - Soulless' stance is that Cerastes' took far more than a reference from Magnus', but this does not constitute plagiarism. Instead, Cerastes concluded Magnus' Alchemy Division series against his consent, which is a dick move and against the rules, as well as suggesting a broader pattern of negligent behaviour.
 - Magnus agrees broadly with Soulless, and continues to participate in the discussion with charged, angry exclamations and insults towards Cerastes.
 - Dexanote occasionally pops in to support Soulless, but is largely busy during this time.
- Erasmus repeatedly expresses confusion that the ideas Soulless and Magnus are presenting are not what is being discussed in the thread, and that the scope of discussion needs to be centralized.
- Magnus apologises for his aggression, expressing worry about the situation and his real-life circumstances. Dexanote and Soulless reassure him.
 - “Magnus if you don't take care of yourself IRL I will ban you from conversation about this. Otherwise your confrontational nature and aggression is welcome if slightly worrying.” - Dexanote
- Erasmus notes that the thread may have become a self-fulfilling prophecy and framed Cerastes as untrustworthy where he might not have been.
- Magnus posts a screenshot of the brief conversation in TheMightyMcB's sidechat that he had with Cerastes, after which Cerastes noted that the Great Seal element may be

better to remove from the draft for the story's sake; Magnus takes issue with this as it suggests that similarities with Magnus' idea were not Cerastes' main concern.

- Malyce makes a large post similar to the one they would later make in the thread, in which they make the following points:
 - This is not plagiarism and is allowed by 'no canon'.
 - However, Magnus being the main curator of Alchemy Dept means that he has a right to be angry if someone random came along to write a Great Seal article, though he would not be able to do anything.
 - Cerastes, being a staffer and member of the community, is not a random user, and his lack of contacting Magnus before forging forward with the draft constitutes a 'dick move'.
 - "This whole thing was a dick move and is being rationalized as not a dick move by someone after the fact. Cerastes is negligent at best, but more likely intentionally and unapologetically selfish. Either way, they should no longer be representative of staff."
 - Bluesoul quotes part of Cerastes' post in the thread, adding commentary critical of Cerastes' thoughts.
 - "how do you feel having cerastes shunt all blame to you with a dash of implying you might have been acting in bad faith if they get demoted"
 - The discussion generally continues in this vein, with members of the Disc team analyzing and picking apart posts in the Disc thread while formulating and hardening their own responses in the chat before posting. Several statements that potentially violate rule zero are made.
 - "I will readily admit that I should have been more explicit, but I didn't realize I was speaking to a child that needed to be told what to do" – Malyce
 - Discussion breaks for a time for both casual discussion and to discuss other cases.
 - Malyce inquires whether ARD counts as a 'peer' as he retired from staff; due to the vaguity of the charter, the answer is unclear. Discussion momentarily breaks to openly insult ARD.
 - Disc members raise that several people in the thread appear to be under the misconception that this will go to a vote, rather than being at the discretion of the Disc Head.
 - Additional casual and IRL discussion through the rest of the evening.
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11.21.2020

SUMMARY: The thread has largely devolved into an open argument between two broad sides. Magnus' position has been fully hardened due to the opposition, which he interprets as personal attacks. Dexanote worries that the argument has locked him as head of Disc between a rock and a hard place. Team members continue to formulate responses and consider strategy moving forward, surprised that the thread devolved so

heavily. The security breach begins to come into the limelight as the central issue, and Magnus continues to vent about the way the thread is, in his opinion, misunderstanding and misrepresenting his position. The handling of the breach in adcap is first discussed.

- Erasmus suggests that future demotion threads only be made when the decision is a sure thing, to avoid situations like the current one. Magnus counters that such a thing would effectively be a kangaroo court, which are bad. Erasmus believes that the confusion and miscommunications in a closed channel are just as bad, and have caused multiple issues in this case already, such as the red herring plagiarism accusation. Magnus responds aggressively, and a minorly heated exchange occurs.
 - “If I knew then what I know now, I would have done everything in my power to prevent the thread from being made because the divisive and controversial result is obvious.”
- **Dex worries that the well has been completely poisoned and there is no longer any decision he can make as head of Disc that will be accepted by the majority of staff, and may result in social retaliation.**
- Erasmus’ comment that removing Cerastes will result in someone with insider knowledge on staff and a grudge is refuted by the rest of the Disciplinary team, who say that such an issue would be treated the same way regardless.
- Magnus affirms he will not personally hold any decisions against any team member, and did not intend for the divisive response or plagiarism charge. Malyce agrees that the situation may have deteriorated beyond recovery and resulted in Cerastes’ trustworthiness amongst staff being destroyed; they believe this is a result of having the deliberation in public.
- Dex and Taylor express irritation and frustration at the situation at large. Taylor is the first to suggest locking the thread and creating a clearer, more focused new one. Dex questions whether people will insist he quit staff over this incident, which he accepts as largely being driven by him.
- Erasmus points out a new thread may be seen as Disc ‘trying to get a do-over’. Dex states it functionally is. (*n.b. This later became the dominant viewpoint and the source of significant discontent.*)
- Malyce strongly disagrees with a second thread on the basis that it may further the misconception that this matter will be resolved by a democratic decision amongst staff-at-large, rather than internally by the Disciplinary Committee.
 - “Too many people outside of disc already think they have a vote here, and they dont.”
- Erasmus suggests that the least controversial option would be chalking the situation up to miscommunication regarding plagiarism accusations and formally apologizing, but recognizes that as most Disc staff want Cerastes gone and most staff at large do not, this suggestion is likely pointless. He pings Mann and Zyn for their opinions.
- **Dex continues to voice significant anxiety over his failure to manage the thread resulting in repercussions for the rest of staff.**
- Malyce posts an approximate whip count for which way staff members are leaning in the thread, clarifying that some are unclear and they would appreciate another look.

- Magnus notes ARD's response as problematic and a different sentiment that claims he is abusing his power in Disc. Taylor takes significant issue with this sentiment and demands to know who said it; Magnus does not say, as it was in a sidechat and he does not feel it appropriate to call someone out for having an opinion. Dex voices he would also like to know names, but leaves it to Magnus' discretion.
- Mann and Zyn express surprise at the way the thread has gone.
- Malyce responds to one of Zyn's comments, clarifying they have always found Captains to be very approachable. Cerastes' captains are initially thought to be Taylor and Procy, but is confirmed as just Procy. Disciplinary members discuss that Cerastes could have gone to any staff member with these issues, not just their captain.
- Malyce echoes the claim that this situation has eliminated Cerastes' ability to be an effective staffer. Tuomey says the leak bothers them more than the Magnus thing
 - "the security thing is grounds for dismissal in many organisations"
 - "people in the thread seem to be satisfied that it is non-malicious and therefore "fine"
 - "but, like, fuck man if an equivalent thing happened to this server??? christ fucking shit!"
- Disc members consider reiterating that this will not go to a full staff vote and will ultimately be decided internally by Disc. Tuomey recommends more clearly delineating between voting and discussion threads.
- Tuomey, Malyce, and Magnus confirm the breach was a much larger issue to them than the Great Seal matter, and discuss real-life parallels in jobs and organizations where such an incident would be a fireable or criminal offense.
- Soulless questions whether the 72 hour timer has expired yet, and is told it has not.
- Zyn brings up WhiteGuard's thread response as problematic and hypocritical, and suggests someone speak to him. Bluesoul simply says he will keep all this in mind during promotions, and Magnus sarcastically dismisses the idea that three incidents are needed to constitute a pattern of behaviour.
- Soulless sums up the direction of the thread.
 - "Certain staff members weigh the fact that cerastes did reach out & did remove the passage greater than the fact that cerastes didn't explain the degree of involvement during the initial reach out & only removed the passage after multiple contacts including a personal confrontation"
 - "Additionally broadly there is the idea of treating two incidents as either related incidents or completely separate incidents"
- Magnus expresses disappointment at the 'lack of perspective' in the thread and notes he did call for demotion during the breach incident, within adcap which is where it was discussed, and was threatened by Procy. Soulless confirms with Magnus that the rest of staff were unaware of any breach occurring.
- Dex apologizes for being absent.
- Magnus expresses himself trying not to be an 'a sarcastic asshole' to uncle nicolini in staffchat. Bluesoul and Magnus discuss the situation and their respective disappointment with people involved.

- “it's disappointing to see how a lot of people feel about owning up to things just, in general”
 - “Though if nothing else this has informed me of many peoples character, and confirmed a lot of supicions.”
- Taylor and Magnus reiterate that Cerastes should have made a larger effort to contact Magnus about the draft.
- Magnus expresses regret at recusing himself, and feels he should have left the plagiarism issue out of it to focus solely on the communication patterns.
 - “This is an opportunity for people to take shots at me without much retaliation. And I can't respond, due to recusal.”
 - (*n.b. Despite his recusal, Magnus continued to interact, counsel, advise, and complain in Disciplinary chat through the entire incident.*)
- Bluesoul and Magnus agree that the decision to go easy on Cerastes for the breach was solely because of Procy's threats to raise hell, which they affirm as a red flag.
- Taylor posts a summary of the situation:
 - “Cerastes is writing an 001 proposal. This proposal bares an uncanny resemblance to the storyline that Magnus has been writing for literal years. This is pointed out to him, but he doesn't take it out, simply sends Magnus a single tell. Continues to work on it, at a later date Magnus is accidentally pinged and sees this, and at this point, the draft still contains many story elements directly taken from or inspired by Magnus' thing. Magnus says this isn't cool. Cerastes then proceeds to post the 001 after removing the things but that's it. The issue is that no communication to the party that told them they were taking their content (Magnus) was made before it was posted or to update that they had taken out the material.”
- Magnus affirms the above as correct. Soulless notes that part of the issue may be that people think it was just a footnote, rather than larger elements, and questions which one it is. **Magnus argues that this is irrelevant.**
 - “The degree is like.....the least relevant factor.”
- Taylor expresses that they are feeling slightly more merciful due to personal sympathies with communication, and questions whether Cerastes is an adult, as the alternative is disciplining a child for poor communication.
 - “If Cerastes isn't an adult, *holy shit* does this look real bad on us, like we will look like MASSIVE assholes. Because we just turned into the people who shot down a kid for being bad at communication.”
- Magnus argues age should be a mitigating factor, and that regardless of age Cerastes should not be on staff if he has communication issues.
- Dex expresses general frustration at the aggression coming from people, and other members of the team sympathize. Magnus notes that being liked is not a major concern for him.
 - “I don't give a damn if people like me, honestly. I'm gonna protect the site, especially from people who can't be trusted.”
- Participants engage in casual discussion.

- Bluesoul expresses support and approval for how Dexanote has handled the situation, and considers it a good way to prepare for future incidents.
- Magnus and Erasmus have a heated exchange over the threads; Erasmus feels that multiple people, including Disc members, thought the thread was about plagiarism, while Magnus maintains he explicitly said otherwise at multiple occasions. The group shifts topics, and Magnus apologizes.
- Bluesoul and Soulless consider an eventual post-mortem on the incident.

11.22.2020

SUMMARY: At this point, Staff Discord has become the main arena for the argument, and nearly all members at one point or another use the Disciplinary Server to vent or complain about the opposition. As the first O5 thread devolves into unusability, funneling arguments into Staff Discord, the idea of a second thread gains support. By now, the security breach has fully taken center stage, and incited further arguments about adcap's role and authority in the incident in relation to Disciplinary Team's. The tone of the discussion is much more hostile to staff-at-large rather than Cerastes, with Tuomey, Malyce, and Magnus being the loudest voices of discontent, which Dexanote attempts to calm.

- Tuomey complains about people getting up in arms about the least relevant portions of the issue, then vaguely alludes to discussion in staffchat.
- A different case is discussed.
- Magnus is crestfallen at the lack of support from individuals he considered friends, mentioning Gee and Uncle Nicolini's sentiment that the situation is stupid/absurd. Tuomey agrees with this, complaining about Nicolini casting suspicion onto Disciplinary chat. Magnus apologizes for being 'incredibly unprofessional', and **Tuomey and Dex affirm that his behaviour hasn't been unprofessional.**
- Dex and Tuomey express disappointment that Nicolini voices what they perceive as an irrational opposition to disciplining Cerastes.
- Magnus encourages the others to bring up Procy threatening other captains for demanding Cerastes' demotion during the security breach incident in adcap.
- Disciplinary team members generally complain about being seen as shady or untrustworthy by wider staff.
- Magnus files an informal complaint with Taylor of Nicolini's calling his plagiarism grievance "nonsense".
 - "Mind having a word eventually, that calling someone's plagiarism/intellectual theft grievance "nonsense" over and over on a writing website is fucked. And is incredibly hurtful when the person is RIGHT THERE and can't respond to it." - Magnus

- Disciplinary members, particularly Dexanote, continue to complain and vent about how non-Disc users in the thread have general grievances against Disc but fail to offer any specific critiques, and how people are offering input despite not being moderator or on Disc.
 - “Whole lot of Opinions going out by staff not of the level to make that decision.” - Magnus
- Dex suggests making a statement in staffcord that the Discord server cannot be discussed on O5 because of the fear of leakers, citing precedent of #site67 conversations being leaked.
 - “it's hard to explain infosec to people who think it's okay that someone let their brother remain in a chatroom” - Tuomey
- **At this point, Soulless also suggests a second thread as both a fresh start and an olive branch, which Taylor supports.** Tuomey notes that this time, the security issue must be put up front immediately. Soulless again notes the value of a post-mortem of the incident later and the policies that should be put in place to prevent this.
- Taylor voices that they interviewed both Magnus and Cerastes and offers logs, if Magnus consents; Magnus does.
- Taylor relays that Cerastes just asked them whether it would be alright for them to work on a new 001 at this time completely unrelated to alchemy or the great seal. Magnus and Tuomey both express irritation, with Tuomey posting a ‘be a lot cooler if you didn’t’ meme. Tuomey further expresses that they are uncomfortable with approving anything from Cerastes.
 - “see, I'd be uncomfortable saying it's okay for them to do a thing. since they're posting in the thread like "these people said x was okay, therefore y was okay". like, is it crazy for me to feel like that about Cerastes right now?”
- Taylor posts the logs of his conversation with Magnus. Magnus feels that their statements veer too far into opinion, but ultimately leaves it up to Taylor’s discretion.
- Magnus vents about not feeling like he aligns with staff anymore; Soulless and Tuomey feel that the shake and disjointed presentation of the events are what alienated people, not the actual events.
- Dex is updated that Soulless, Magnus, Taylor, and Tuomey all support either a new thread or a summary post; Dex supports either.
- Magnus and Erasmus apologize to each other for their behaviour and make up.
- Dex questions when the new thread should be put up and what should be in it; he also asks whether he can prevent non-disc staff from commenting in it, but is informed the charter prohibits it. Bluesoul notes that at 11pm EST that night, the maximum of 72 hours for a demotion discussion, as provided by the charter, expires.
- Soulless asks whether adcap should clear the draft of a new thread; Tuomey and Magnus agree that adcap is partly responsible for the security breach not being an issue earlier, and that this lies outside of their purview, so notifying them that a new thread will be made without sharing its contents early is appropriate.
- Soulless responds that they want adcap to look it over because adcap feels left out of a concern relevant to them, and because they may have information or insight Disc does not. Tuomey expresses hesitation that adcap will attempt to veto it like they did the

breach investigation, but Magnus clarified that rather than a formal veto, he simply elected not to follow through with it to avoid conflict with Procy. Tuomey expresses even more irritation with this, but Soulless defends the thought process, given the circumstances and the technical glitch. Tuomey and Magnus still disagree, insisting that Cerastes not immediately coming forward was unacceptable, regardless of circumstances.

- The discussion turns into a broader one of to what level should Disc trust and submit to adcap's decisions and stances. Soulless holds the position that generally offering good faith to adcap is in the best interests of staff even if the group does not return the courtesy, while Tuomey holds that adcap must give respect to disc if they hope to get it.
- Tuomey muses that comparing the Cerastes' incident to real-world professional security breaches is the only reasonable comparison to draw because the wiki is trending towards becoming an official organization in the future and the risks a legitimate hostile party in the server could pose. It goes without a response.
- Dex arrives and begins drafting the thread. He admits that he personally dislikes the idea of Adcap reviewing it due to their uncooperativeness in this incident, but that it is ultimately the correct course of action.
- Tuomey expresses disappointment in Procy.
- Dex posts his draft of the second thread, and questions what explanation he can provide for why the breach was not made public to other staff members outside of adcap. The general answer is that it was considered a non-serious and non-malicious isolated incident. Rather than a cover-up, the event is likened to a problem no one wanted to be the one to follow up on.
- Dex notes whether anyone else on Disc was aware of the breach, as he wasn't until this incident; all others affirm they were due to their presence in Adcap, while Dex was likely indisposed the day of the incident. Soulless was unaware at the time but later made aware.
- Bluesoul and Magnus express the sentiment that staffers do not realize what they ask for when they discuss operational security. Magnus comments that he still does not believe Cerastes' explanation of the security breach incident.
- The room discusses various phrasings and strategies to get around publicly admitting on O5 that there is now a Staff discord; Dexanote and Bluesoul note they're fine with making it public and do not understand why it's secret but are ultimately unwilling to have that discussion now. Soulless feels this is irrelevant.
 - "All of this is literally true and also besides the point that disc does NOT have authority to oust discordchat existence with no warning or prior discussion" – Soulless
- Soulless critiques the draft for focusing too heavily on the breach issue instead of setting up a pattern of negligent behaviour using both the 001 incident and breach incident.
 - "This post currently reads as if we are completely abandoning the 001 issue and focusing only and exclusively on the SSSC issue weeks after it happened" (*N.b. This ended up being the popular reading of the second thread*)
 - Dexanote and Soulless continue to workshop the draft to read more closely to the goal for some time.

- Bluesoul brings up vaguity in the charter as to who will actually make the final judgment of what action to take, and whether there will be a vote, and if so, open to whom. He is informed that there will be no vote, people will be allowed to opine, and then admin or disc teams will come to a consensus.
 - Bluesoul suggests locking the thread before posting the fresh one tomorrow, and Dexanote agrees as he has to be up early the next day. At this point, Soulless informs adcap that there will be a new thread tomorrow, and discussion breaks for the day.
-

11.23.2020

SUMMARY: In an uncharacteristically slow day, the only relevant event of note is Dexanote posting his first draft of the second thread before going to sleep.

- That night, Dexanote links the draft of the second Cerastes Disciplinary thread. There is no discussion for the rest of the day.
-

11.24.2020

SUMMARY: The tone has fully shifted to the Disciplinary server becoming a 'stronghold' in opposition to the Staff Discord, with team members venting, supporting one another, openly insulting staffers, expressing rage and anger at the course of events and the rest of staff's uncooperation, and commenting on the argument as it continues in staffchat, et cetera. The second thread's purpose and risks are assessed as it is workshopped, with Soulless encouraging it to focus more on a pattern of behaviour. The first considerations that hiding the existence of the Discord may be counterproductive are raised, but are unsuccessful. A disproportionate amount of discussion focuses cyclically on Cerastes' perceived failure to take personal responsibility for the breach, with only Erasmus and Soulless coming out against this notion. Generally, the tone is angry venting while the team waits for the second thread to be finalized and posted.

- That afternoon, several team members offer minor phrasing and wording changes to bring the draft into line with Disc's collective opinion. Magnus asks for a short pause; Dexanote advises him to not look at the document since he needs to focus on more important issues. Magnus agrees, but continues to offer commentary along with the rest of the team.
- Bluesoul wants it reiterated that the breach issue was considered a serious problem even at the time and several staffers in adcap did push for demotion. Tuomey expresses confusion.

- **Dexanote notes that attempting to intentionally obfuscate the Discord may make the thread look significantly worse, and Bluesoul agrees.** Soulless insists Disc does not have the authority to make such a decision, and Malyce offers that the userbase will likely complain but they ultimately agree with Soulless. Dexanote temporarily halts the Discord security discussion to focus on the rest of the draft.
 - “As one of the front line chatstaff that would have to deal with the fallout of the existence of this discord, I definitely don't want to have to deal with all the people whinging about "BUT STAFF DISCORD". However, I also have 0 issue telling people that the policy for not having an open SCP discord has not changed and they are unlikely to convince us to change it. As such, I dont really care one way or the other”
- Bluesoul incorrectly states that this occurred when Cerastes was JS, during their OS promotion, and the demotion could have been made without a thread, which greatly aggravates Tuomey. Malyce clarifies that it occurred immediately after Cerastes' OS promotion when they were invited to the Discord, as JS were not allowed in the Staff Discord at the time.
- Malyce states that the fundamental core of the issue is trust; that staff cannot function without trusting other staffers, and that they do not trust Cerastes. Tuomey agrees.
- Bluesoul posts screenshots of the confrontation in adcap on the day of the incident, showing Procy and Magnus clashing
 - Notably, the screenshots, in the opinion of the recapper, do not display Procyon threatening Magnus as Magnus said he did. Procyon abstractly states that he would fight any kind of demotion attempt on Cerastes and would retaliate any attempt to demote a member of his team without his consent.
- Disciplinary members discuss Procyon, his response, and his general behaviours both negatively and positively until Soulless suggests this is beyond the point. Dex once again solicits feedback on the draft.
- Malyce changes their stance, saying that they believe keeping the Discord a secret for as long as possible is an important part of staff opsec.
 - “This incident showcases how much we have to rely upon layered security in order to combat bad-faith actors. As long as no one knows it exists, people who are actively trying to do us legitimate harm are unaware of where to start digging.”
- Bluesoul and Malyce discuss the potential security improvements that can be made to Staff Discord, and the real-world risks to personal information in the server being exposed to bad actors.
- The discussion pivots into Magnus, Malyce, Tuomey, and Bluesoul expressing irritation and angrily venting that other staffers not on Disc do not see this breach as deserving of consequences on the basis that it was non-malicious and no damage occurred.
- Magnus questions whether people think he is aiming for Cerastes' removal from staff, when he is fine with a temporary action like a demotion to JS (*n.b. This is not in line with previous statements by Magnus in the channel.*)
- Malyce, Bluesoul, Tuomey discuss how they see Cerastes not coming forward until after the breach as a failure of personal responsibility.

- Incidentally, Bluesoul mentions how the wide array of complex, overlapping staff circles have made it difficult for him to keep track of information.
 - “between the charter thing and this cerastes thing it's dawned on me how difficult it is to keep my various circles straight in my head. chat staff, chat admins, chat ops, disc, adcap, admins, tech team, wikijump team. so, i've had a few incidents like this where i just assumed everyone knew a thing, because i'm struggling to keep them all straight. i don't know if there's a solution for that”
- Bluesoul asks Taylor to clarify whether they support full removal from staff or demotion to JS for Cerastes in the thread. They comment that they are similarly shocked by the sentiments of other staff members on the breach before posting a draft of the edit for feedback.
- Tuomey, Taylor, and Bluesoul discuss how Taylor has previously inadvertently liked things on the official site Twitter before immediately unliking them and telling Erasmus, and they express disappointment in Cerastes for not doing so.
- Taylor and Bluesoul complain about Lazar arguing with them in staffchat, as well as the quality and frequency of his staffwork.
- Bluesoul notes that as Lazar's captain, Taylor should scold them in private, and that Adcap has done a lot of public scolding to the detriment of staff morale. Taylor notes they would refer it to Procyon as they have personal issues with Lazar that would make it impossible to be impartial.
- Tuomey, Magnus, and Malyce complain about various thoughts from non-Disciplinary staff in the thread and in staffchat, both specific individuals and abstract general sentiments. They feel that non-Disc staff are not giving enough consideration to privacy, trust, personal responsibility, and the potential consequences had the breach occurred under different circumstances.
 - “If I forget to buy bullets, so I can't take a shot at the president, I'm still gonna get hanged as a traitor.” - Magnus
 - “What blows my mind is how little people care about the privacy of others. "It doesn't matter to me, so why should it to anyone else?"” - Malyce
 - “People should count themselves lucky that I value the site over my writing. 'cause holy damn could I be holding some fuckin' grudges over people not giving a fuck about protecting my writing at all.” - Magnus
 - “Gee really wants to be in the room where it happens, huh. If I wasn't so close to this case, I'd already be lighting his ass up about this.” – Magnus
 - “So, I just received what is tantamount to a death threat in #site17. None of these people are getting death threats from people because they're doing their damn jobs. If they were, I bet they'd care a LOT more about security and privacy issues. Fuck this argument.” - Malyce
 - The remainder for the following 3 hours is essentially filled with these kinds of statements coming from Tuomey, Malyce, and Magnus directed at Lazar, Gee, UE, and several other users as well as the general argument in Staffcord. The recapper will not be including all of them for brevity's sake, but these were representative of the tone of discussion through the entire day.

- Modern_Erasmus is the first to openly say that, as a devil's advocate position, the appearance of this incident looks, to the average user unaware of internal Disc discussion, like a witch hunt. Tuomey and Magnus dismiss it.
 - “Bluntly, this is what this looks like to people. I want to be clear this isn't what it is, but it is what it looks like: New staff member pisses off admin who calls for their head, pretext us invented for removal but found untenable, previous incident is dredged up and re-adjudicated to provide new pretext” - Erasmus
 - “Then the people who think that are fucking idiots, frankly.” - Magnus
- Dexanote vents his frustration at everything about the situation before retiring for the day.

(n.b. This is the midway point through the two-week timeline. This half will be recapped by Pedagon.)

11.25.2020

SUMMARY: The discussion is brief as a result of what appears to be a very active conversation in Staffchat. Disc chat is mostly just used as a venting space about how other members of staff are engaging and Magnus recuses himself again.

- Wednesday's conversation starts at 0040 with a discussion of the main thread in staffchat “going off the rails again, with a bunch of people talking past each other and not really reading anything” to which Dexanote admits to wanting to strangle someone and Malyce ponders about “What is the point of rules if we circumvent them because of "oh, well, it wasn't so bad".”
 - Dexanote: Because they're insufferably pedantic and pushy about this?
- In response to the staffchat thread, Tuomey states that they are “on the verge of quitting” and Dexanote responds that they are “on the verge of a veto.” There is then a very brief discussion of how frustrated the group is with ARD specifically, apparently due to ARD being retired while continuing to contribute to the discussion and asking questions. Tuomey asks that members of adcap “rein in your boy” and Dexanote states they are “gonna just ask ARD not to contribute if he's not staff if he does that again”
- During the above discussion, Magnus states “I feel I can't really express my view of the situation, as other people have put me in a position where I cannot comment for fear of further issues,” essentially **recusing himself for the fourth time**.
- The conversation ends abruptly, presumably with some statement in staffchat from Malyce based on a contextless response from soulless to Malyce that things will be recorded in meeting notes.

11.26.2020

SUMMARY: Disc chat is unusually silent during what is assumedly a very conflict-heavy moment

- No messages were sent about this incident
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11.27.2020

SUMMARY: Disc returns to venting in the work space and goes into defense/damage control mode with a lot of in-fighting. Lots of grandstanding, pointing fingers at AdCap, complaining about the response from those outside Disc, and debate about if their actions were right.

- Friday starts strong at 0912 with a statement from Malyce:
 - “I will not apologize for standing up for what I think is right. If a decision is made that is counter to what I believe is right, so be it, that is the will of the consensus. **But I will not apologize, because I do not believe that the decision to put cerastes for demotion was wrong.**”
 - “To apologize would save face, because apparently everyone has decided that lying to staff members is ok. I don't care about saving face if it means sacrificing what I believe to be right. If that means you want me to step down from Disc, I will do so.”
- Tuomey follows this statement up by stating that they feel they will be stepping down “in general” after everything wraps up and that they “thought we were past doubling down on mistakes”
- Taylor adds that “Cerastes deserves an apology from Disciplinary on the grounds of the plagiarism case” but does not deserve one for the demotion case.
- Malyce appears to disagree on the grounds that they “said from the beginning that it wasn't strictly plagiarism but was rather a shitty thing to do”
 - “M_E asked me, directly, what I thought we should do, and I said banning for plagiarism was not correct because it wasn't straight up plagiarism.”
 - “Do I think that Cerastes should be banned? No. They didn't break any of the specified rules necessary to be banned from the site. Do I think Cerastes should be demoted? Yes. They have shown that they are unfit for the trust inherent to being a member of staff. I will not apologize for that opinion.”

- Tuomey points out that “there was a whole second thread made because calling it plagiarism was admitted to be a mistake” and then goes on to express their frustration that “it barely even matters” and that they are “sick of being part of a place where we’d rather seize on each others’ mistakes and scream about it and continue to do so when people try to open communication”
 - “that’s all anyone has been trying to do whenever I’ve tried to discuss it! “this is an issue because [paragraphs of reasoning] and I recognise that adcap made a mistake and I want to see that dealt with but I’m not adcap and I wasn’t there” “WELL IF ADCAP MADE A MISTAKE WHY DO YOU WANT TO PUNISH CERASTES ABOUT IT, WHY IS ADCAP NOT FIXING THAT WHY ARE YOU NOT FIXING THAT THIS IS A WITCH HUNT WHY DON’T YOU CARE ABOUT [all the shit I just said I care about and want to see addressed]””
 - ...
 - “I’m not sticking around to get yelled at”
 - “and I’m done caring that it’s not personal, because if it’s not personal, why the FUCK are people yelling” – Tuomey
- Dexanote apologizes and admits that they “wish I could have handled this better.” Tuomey responds by pontificating about how “it’s been like this a while about too many things” and alludes to “things that were handled and communicated just fine,” “things that were non-issues brought up out of nowhere,” and “a thing that turned out to be a couple of people just saying “idk I guess there’s just kind of an institutional thing that disc is kinda sus but it’s not YOU” after spending half an hour telling me we’re doing it wrong but refusing to elaborate on how we can do better.” Tuomey then expresses a desire to resign for the third time “unless I can remember why I wanted to work here in the first place”
- Dexanote responds to Tuomey that, as “ostensibly head of disc. You shouldn’t have dealt with that” and that they “should have been dealing with this for the past week.” Malyce refutes this by arguing that it isn’t Dexanote’s fault because adcap failed to communicate properly, staffchat has been generally argumentative, and dexanote had attempted to refocus the relevant ongoing discussions.
 - “Dexanote: It isn’t your fault either that adcap didn’t share the first thing with Disc. It also isn’t your fault that everyone else decided to continuously and repeatedly decide to start arguing shit that wasn’t germane to the actual discussion
 - You, me, everyone tried repeatedly to keep the conversation on track, but it repeatedly fell off the rails into “the security breach wasn’t that bad, so why should cerastes be punished for it?”” - Malyce
- Dexanote responds stating that “It’s my fault I didn’t just close discussion, veto the thing we needed to do, give Cerastes 2 months censure, and fuck off to let them be angry at me for doing the correct thing” because, if they had done that instead, this would be less painful and tuomey wouldn’t be quitting, which dexanote adds “Frankly I value him more than most of these kids at this point”
 - “You followed the rules as stipulated in the charter.” - Malyce
 - “You did your job, it isn’t your fault that a load of people got hostile over it” - Malyce

- “I probably would anyway” – Tuomey
- Tuomey and Malyce comfort Dexanote until Dexanote states that they will post the final decision on the weekend
 - “I respect your decision to take responsibility, Dex. But I do not blame you, nor do I want you to internalize this as a personal failure.” - Malyce
 - “you didn't fail, it's just that so many people on staff saw the opportunity to have a discussion and instead decided to scream for, like, the ten millionth time” - Tuomey
- Dexanote rants that “They wonder why we have a private channel. I don't even dislike them I'm just embarrassed that I vouched for some of these people in promos. Oh well. I don't trust anyone on adcap who's not in here, anyway. Haven't since leaks in 67 years ago.”
 - Tuomey adds that “the real irony is people are simultaneously saying that we're dragging cerastes through the mud for no reason and also that this is why it's bad we've got a private channel. like... which is it. are we bad for being public, bad for being private, or do people just want to be mad. why is his mistake understandable but ours unforgivable? I'm just whining now, I'll stop”
 - Malyce adds that “Everyone wants a seat at the table, but no one wants to take responsibility for what having that seat entails. The hierarchy exists because making hard decisions as a giant group never works. It just takes one person getting offended and going hostile to turn the entire process into a morass of pointing fingers and accusations of impropriety. Then, collectively, people stop using their brains to think and focus instead on how they're feeling. No one wants to give ground because of Moral Superiority Bias and they've already decided that they have the moral high ground. Giving ground on points means sacrificing that moral superiority, and humans are *really* bad at that. collective decision-making works wonderfully when everyone plays by the rules. It fails abysmally when someone acts in bad faith. There are dozens of collectives and hippy communes all across the US that are just ghosts of what they were, as testament to that very point.”
- Magnus interrupts to announce that he is taking a leave of absence for real life reasons (but not because of recusal).
- Conwell offers his two cents that he feels Dexanote “did an admirable effort and acted in good faith”.
- Dexanote puts out an internal call for advice for “What do I do now?”
 - “If you are here and willing to talk to me about this one last time before the matter is... i dunno. Dropped. This is the time to talk about it.” - Dexanote
- Tuomey responds by citing the charter
 - “charter says "After the discussion has been resolved, a member of the Disciplinary Team or an administrator must call a halt to the discussion and determine the results.””
- Dexanote rants about seeing “dozens of posts that miss the point of my thread. I see anger about... random shit. I see Procy contributing there instead of ever deciding to talk to me one on one” and Conwell suggests that Dexanote comment on “the fact that

people are missing the point” or that Disciplinary “could cut our loses here.” Tuomey argues that they had attempted to do this and were met by people yelling and begins tallying up “who voted for what.” Dexanote decides to “make a post about how and why i made thread 2. [...] a final post about it.”

- Magnus returns to add that they have been “advised against commenting on said thread. Regardless of being busy.”
- Dexanote continues to rant that “I see a LOT of No action, Procyon and like two others saying demotion, and several people including Taylor saying that Cerastes deserves another apology. I understand if that post was made before I made a public one in the middle of the discord last night, though I'm still annoyed it's still up there... Frankly i don't really... care about what the non-disc people are saying, since most dont understand what we're talking about” before stating that they are going to step away for a moment.
- Tuomey returns with a count of votes from the thread (<https://discord.com/channels/702313598365728838/702313598365728842/782038535518683166>) after finding that the vote results were 3 or 4 for removal from staff, 2 for censure, 16 or 18 for no action, 1 abstention, and 3 ambiguous votes. Dexanote adds that they personally want “2 months censure and demotion to jr” and Malyce adds that they “would support censure and demotion to JS” and “would support censure only at this point just to stop the hemorrhaging.” Tuomey then requests that anyone check over their counting because they are “legitimately unsure on many of these because people keep talking over each other even in the thread.” Tuomey later gives insight after reading through the thread that “overally public opinion basically looks like people are mad that we're accusing cerastes of being inappropriate re the 001 thing which, like, yeah it's ambiguous under our rules at best, fair enough, dick move but we don't technically have a rule about that and mad that we're accusing him of doing what he admitted he did re: the breach”
- Malyce pings Dexanote to say that they “hate that this has to boil down to you making a call. It isn't easy, and I'm sorry. When the review happens, I am going to push hard for this being a collective disc decision or an admin only decision, so that the weight is born by more than just one person. It cannot be a staff wide vote, because this is what happens when it's a staff wide vote, not everyone knows everything, not everyone can know everything.” To this, Dexanote asks “Do you hate that it comes down to me because you do not believe I will make a fair decision? Or do you hate it because you feel this would put pressure onto me?” and Malyce answers “I hate it because of the pressure. I trust your judgment, even if I disagree with the outcome.”
- Malyce adds to previous statements that they “will not support apologising to someone for trying to do the right thing regarding trust” and sparks a discussion of a public group apology from the Disciplinary collective:
 - I've already apologized. - Dexanote
 - I understand why you did that - Malyce
 - No, I mean I'm not going to again. I already did. - Dexanote
 - We need a collective public apology as well. Staff chat isn't the same as saying it on 05. - M_E

- I'm not going to grovel because these people who have no idea what we're trying to do completely lazer focusing on my first abortion of a th- ok. i'll do that then - Dexanote
- a collective public apology about... what - Tuomey
- about my bad thread. i'll do that sure - Dexanote
- I will not apologise, and if that means I have to resign from disc, so be it. - Malyce
- **you do not need to malyce** - Dexanote
- @Tuomey baselessly accusing them of plagiarism and making a circus of this whole thing - M_E
- honestly, that's a mischaracterisation of what happened - Tuomey
- That's what people think what happened. - Malyce
- I, and many other people apparently, disagree - M_E
- Tuomey argues back towards M_E that "people saw the word plagiarism and ran with it as if we were outright saying "ban this guy for plagiarism"" and that "a circus was already made of this when adcap folks failed to pass the breach along." M_E refutes this as "For myself, I've voted no action. I don't blame anyone for being concerned about the breach but it is seriously concerning that the only reason it's being re-adjudicated is because of serious miscommunication over an innocuous matter. It sets a bad precedent"
- Tuomey argues that "it's not being re-adjudicated. it was never sent to us in the first place" and Soulless adds that they "think it was evaluated that because disc initially presented this as a plagiarism case, and clarified later, this lack of initial clarity can be considered for [public] apology." Soulless also considers that they "think M_E was saying the serious miscommunication was on the adcap side" and M_E responds that "all but like 2 or 3 people here are in adcap folks. [...] and everyone there except dex was aware of the decision"
- Dexanote steps in and states that "I've said this like thirty times.**If it had been brought up to me before us talking about the 001 thing, I would have come at him much earlier.** I didn't know until then." M_E responds "I know, and it doesn't change the fact that a plurality of disc chose no action at the time." this statement spawns a semantic argument about what the "plurality of disc" means:
 - @Modern_Erasmus that isn't true - Soulless
 - A plurality of disc, including **NOT THE ADMIN CAPTAIN**. - Dexanote
 - if you're going to lie, be better at it - Tuomey
 - or check your facts - Tuomey
 - @Tuomey excuse me? - M_E
 - because that's a baldfaced misrepresentation of the situation - Tuomey
 - Tuomey I know you're pissed but that didn't help me. - Dexanote
 - ~~@Tuomey I think presuming M_E is lying is uncharitable, even though they may be expressing themselves in a way that seems frustrating atm~~ - Soulless
 - I withdraw the lying comment - Tuomey
 - Like, three people knew, and Magnus was basically threatened by Procy with "having to deal with [procy]" if it was brought up at the time. - Dexanote
 - and I specifically apologise to you erasmus. but that really isn't what happened to my understanding - Tuomey

- @Modern_Erasmus I don't think a plurality of disc made the decision tbh - Soulless
- All the people who seem to completely lose track that **a stranger in staffchat is a bad thing** (emphasis, not yelling) were present. - Dexanote
- @Dexanote far more than 3 people were around for that discussion - M_E
- I wasn't aware for example - Soulless
- Then what do you want me to say? - Dexanote
- And anyone in here who isn't in adcap didn't make the decision - Soulless
- I'll correct myself on you being aware soul, but there were at least 4 or 5 disc folks a part of that discussion - M_E
- You're coming off as "This is void and null now, and we don't have the right to deal with this retroactively, because you and Soul didn't know about it and nobody brought it up". - Dexanote
- And even the people who were in adcap may not have been there (me for example) - Soulless
- I know they were present. I'm extremely fucking pissed at them. - Dexanote
- 4 or 5 is not a plurality - Tuomey
- Alright, I don't disagree that it was not done properly - M_E
- I think disc captain should be able to overrule the decision of any subset of their disc group - Soulless
- Them not coming forward here basically induced me into looking like a stupid baby shithead moron in front of literally thousands and thousands of people. Cause I couldn't do shit. Cause I didnt know shit. - Dexanote
- That is to say "hey, despite <enough of disc to make a decision> made this decision, I was never informed, find it bullshit, and am overruling it" - Soulless
- Tuomey then redirects the conversation back to the issue at hand by stating that "given that this whole thing stems from lack of communication, we have to assume people who weren't participating actively in the discussion, weren't aware" to which M_E explains "that doesn't change the fact that a decision WAS made at the time and that it appears as though we are trying to dredge it up again as an excuse to punish cerastes for the 001 thing."
 - it appears like that, yes. it's not like that - Tuomey
 - It's NOT like that. I'm insulted that people keep saying that. - Dexanote
 - I will agree that that is what it looks like, but only because people kept yelling at each other and talking past each other that the original point was lost. - Malyce
- M_E continues to explain that, as a result of this situation, "There are multiple staff prepared to resign over this, and serious concerns about the long term trust between disc, adcap, and opstaff" to which Dexanote points out that this list includes Tuomey.
 - I'm extremely aware, Erasmus. - Dexanote
 - I'm aware I'm the crux of the staff exploding. - Dexanote
 - I am aware I can't do shitall about **a person willingly hiding that his brother lurked in a chat discord that we can't even talk to 19 about for 12 hours** because i was only told during a misguided discussion about plagiarism. - Dexanote

- Soulless suggests that “I think a disc captain being clear that, basically, this decision happened in a minority of staff who never even informed the rest of disc, including the captain, that they made a decision, can help explain this” and Malyce points out that they “tried, repeatedly, in staffchat to bring people back to the topic at issue, and no one listened”
- Tuomey states that “honestly, at this point, I'm not going to be mad if we don't demote cerastes but only because everyone is already mad at me and us and I have no more emotional bandwidth about this”
- Meanwhile, Taylor repeatedly requests the attention of everyone active in order to make the following statement:
 - First, everyone needs to take a breath because yelling at each other *here* is less helpful than anything.
 - The heart of this issue no longer surrounds only Cerastes. And that is something that we need to accept. The reason the original thread went up is not because of the breach, it is because of accused plagiarism against Cerastes. This is a fact. This is not something you can deny, because it is *factual*.
 - Now!
 - I'm not saying that any one person is at fault for that!
 - And we here, a LOT of us, were also under the impression that it *was* plagiarism.
 - The breach was then brought up (by me) and began to become the heart of the issue.
 - Before I continue, does anyone dispute this timeline?
 - Mann and M_E confirm that Taylor's statement is accurate to this point
 - Dexanote adds “I'd like to say that I actually approached 05 with the intent to decide if it WAS plagiarism, and tried to communicate as professionally as possible that if it were plagiarism, he could be demoted for it... But that was lost nuance and I might as well just ... go with "we wanted to nail him from the start" ... doesn't hurt cause nobody remembers that”
 - Tuomey adds “It has to be said plagiarism was mentioned only in scare quotes in the original post” which is confirmed by Dexanote
 - Taylor argues that they are not debating what Dexanote is saying because “the image of it was different” and Dexanote & Tuomey were “missing the point”
 - Dexanote responds that “i don't care about the image I care about my intent” and Tuomey states that “The image of it, sure, but it's not factual that it was about accused plagiarism, it's image. that's all I'm going to take issue with for the moment”
 - Taylor does not respond further to these statements
 - To be clear, we never thought of it as *plagiarism* plagiarism. But we should have been more clear on that from the start, and not used that term. - Mann
 - @Mann / did. A lot of people did. - Taylor
 - If this timeline is accurate, then to literally all of staff not in this one server, we have just accused Cerastes of what is likely the single worst offense in all the

literary world. *Falsely*. So falsely that I am personally ashamed at having believed it was ever *not* false.

- Minor side note, this is not the single worse offense in all the literary world - Soulless
- I would recommend against making such claims - Soulless
- not really the point but alright - Taylor
- One of the single worsts offenses, it's certainly up there. - Taylor
- I agree it isn't the point, I'm also wanting that the timeline is accurate, including the language - Soulless
- Moving on to the breach.
- Adcap fucked that up, real, real bad. I am personally taking quite a lot of reesponsibility for that as I was the one who decided to relay thee end decision of no-demotion proceeding at the time instead of wait for more chatteer.
- The issue of the breach becomes null when the fact that the higher-ups on staff did essentially the samee thing that Cerastes did - granted, to a much lesser degreee of possible outcome, however, Cerastes was *also* told at the time he would not be demoted by consensus of a few admins and captains
- Tuomey objects to Taylor's statement with:
 - The higher ups did not actually do the same thing Cerastes did by any professional standard and do not @ me about how we're not professionals because there is no other standard that matters when it comes to a security issue
 - Failure to report a breach occured, has been dealt with, and the security hole closed is completely different to failure to report an active breach
 - It is still bad
 - I do not disagree with that, but in principle it was largely the same.
 - It is not the same - Tuomey
- Dexanote then confesses that they do not understand Taylor's "logic when you are saying staff (me) did the exact same as Cerastes"
 - Taylor responds to this by reminding Dexanote that they "need to stop saying that we're referring to you when we use the word Staff" because taylor is "not scared of calling people out for shit" and that "If I was going to call you out, I'd @ you."
- "I can understand what taylor is trying to say. Unfortunately, the reasoning at the time was that enough disc was present in the room at the time of discussion that it was assumed it HAD been passed to disc" - Malyce
- I think cerastes failing to report a security breach is different than adcap failing to report the handling to disc - Soulless
 - Yes. - Dexanote
 - It is the difference between "there is a fire and I am looking at it and I decided to walk away" and "there was a fire but someone else caused it, we fixed it, and it can't happen again, but we should have refered it to the correct subcommittee for further decisions" - Tuomey
 - &es;a - Dexanote
 - You are definitely correct Tuomey, but it is still notable hypocrisy on the part of adcap collectively that weakens many people's feelings towards

Cerastes' actions regarding the breach. It is not equivalent, but there is a parallelism that doesn't look good. - M_E

- believe me, I am EXTREMELY PISSED at adcap - Tuomey
- I took a LOT of the yelling about that in staffchat - Tuomey
 - So it's Adcap's fault that Disc's actions are going to be hamstrung? - Dexanote
 - Unrelated groups not even in the same spectrum? - Dexanote
 - Collections of people, rather - Dexanote
 - Lots of crossover, yes - Dexanote
 - but from the objective point of view of how security issues work, the lack of equivalency has to be noted because these things do not work off of how I feel - Tuomey
 - I wasn't making the correction because I want to, I was making it because it is, in my understanding, the objectively correct view from a security point of view - Tuomey
 - I don't disagree that it is different on a level of severity but it is also *only* brought up because of a *false* plagiarism case - Taylor
 - The difference, to me, is that cerastes intentionally failed to report, by his own admission. Adcap failed to report because everyone just assumed that disc was in the know - Malyce
- I think it can be accurately deduced that adcap has failed to report to disc, causing disc to mishandle the case, and now disc cannot appropriately decide without considering the mishandling of the original investigation - Soulless
 - Yes. - Mann
- In fairness to adcap, I don't think we actually have any rules or charter elements noting that security breaches must be reported to disc or must cause a demotion hearing. I think the only language we have on the subject is an informal threat to ban from the room in question? - M_E
 - ... Erasmus like ... there's no rule that you need to tell someone their house is on fire ... using that example tuomey used above ... I hoped they would tell me if there's any issues going on... I've... i've like ... repeatedly said publically 'if anyone needs me, ping me' ... or to people - Dexanote
 - There is no policy, correct, but adcap's decision at the time has turned out to not be good one - Soulless
 - My point is without a clear pathway in cases like this, shit like this can happen. It's a thing to keep in mind for the charter update. - M_E
 - it's against the rules of staffchat to let someone else in, which is explained to everyone who comes into staffchat ... is staffchat outside of our remit? - Tuomey
 - @Tuomey Not actually written anywhere - M_E

- yeah it's ... it's against the rules to talk about adcap discord outside of 19 .. can i just ... tell people about it now? — can i finally stop? - Dexanote
 - so why isn't it... like ... just obviously punishable to kick someone who didn't tell anyone that someone glitched in - Dexanote
 - your guess is as good as mine tbh - M_E
 - It ... can't be written ... cause then it'd be out there that it exists ... I'm exasperated so I'm not correcting my misspellings. Apologies. ... I'm like ... Completely at my wit's end - Dexanote
 - @Dexanote not whether staff discord is, but staffchat in general - M_E
 - It's like every single time i try to ask someone why i can't just do the thing i feel is correct (punish Cerastes for not telling us his brother was in here for literal hours, and he had to be pressed to explain what happened weeks later) i keep being given new and bizarre reasons why it isn't okay to go after him now ... i'm desperate here guys - Dexanote
 - Dex it was a day later not weeks later ... not that that isn't bad but let's keep our facts straight- M_E
 - It was 12 hours later on the same day, actually - Taylor
 - if staffchat isn't under our jurisdiction then who else ... because, frankly, we're the only people who make sense at the present moment ... and if we're not proceeding in ways that make sense in the present moment, idk - Tuomey
 - @Tuomey Charter says demotion proceedings can be initiated based on a violation of a site rule or an unspecified abuse of power - M_E
 - So the proceeding would be arguing that that the breach is a power abuse - M_E
- Dexanote asks taylor if it was 12 hours later on the same day “that he told you taylor, or that his brother left” and Taylor answers “That he told me”.
 - cause my point is he didn't tell anyone as a staff member, immediately after or during promotions - Dexanote
 - it's lying by omission about a mistake he made - Dexanote
- Soulless proposes their “plan for transparency” as “someone present suggestions, have people present objections, have those written down, and approach people with the objected policies to draft it up and present them all on 05” which is not responded to

- Tuomey responds to M_E's previous comments by asking directly if M_E is "advocating for a mistrial with this" or if they are "pointing out the weird loophole we left by mistake"
 - because if it's the second, we kinda need to focus on actually resolving this - Tuomey
- I mean, here's the ultimate issue. If we'd punished Cerastes at the time, most of staff wouldn't have cared. Some of them would have disagreed with our decision, like Procy, but it wouldn't be treated as an abuse of power. The issue is that it only came up after the plagiarism case, where people are like, "Wait, why are we only hearing about it now?" So now it feels to people like we're only bringing it up now because we got stymied on the plagiarism case. - Mann (receives two "this" reactions)
- Taylor asks an additional question of "Is there a way laid out by the charter that actually tells us what the next step is here anyway"
 - > After the discussion has been resolved, a member of the Disciplinary Team or an administrator must call a halt to the discussion and determine the results.
 - this is where we're at, Taylor - Tuomey
 - Yeah but what does that mean ... A vote? A decision made only by the head? - Taylor
 - I'm aware it's ambiguous, that's why we're having the discussion and haven't just called a decision - Tuomey
- Taylor admits to having only recently joined the discussion and not having known how the conversation started and zyn joins, asks if she missed something enormous, and is told to leave for her own health by Dexanote
 - we're pardoning cerastes because of miscommunications about miscommunications and people angry about it, zyn - Tuomey
- I think ultimately we need to go with no action. I kinda hate it, but we have no one to blame but ourselves here. ... We fucked up. - Mann
 - That said, Cerastes's fuckup is out in the open now, so if nothing else, we can bring it up the next time he fucks up. - Mann
- I'm gonna go make the post. - Dexanote
 - I'll go make the post, close the thread, apologize publically, ~~call out the Administrator-Captain joint discord publically for not coming forward with this~~, explain why it came up one last time, beg on my bloodied knees for people to read the OP next time, and leave. - Dexanote
- frankly, what sucks the most about this, is that if cerastes was demoted and came back, he'd be able to just be the guy who fucked up and served his time or whatever ... now it's going to be a whole fuckin pile of shit - Tuomey
- At this point, I think the biggest thing is making it clear that we understand how fucked up shit was, and figure out what we're going to do to keep this from ever happening again. That's the only thing we can do to start rebuilding trust with the rest of staff. ... And it's going to suck. - Mann
- what sucks most about this is that I can't do my fucking job around here, the first time i could do a thing like this, because i didn't have correct information and now people i don't care about, trust, or (at this moment) even like would be 'mad at me', as if that matters because they clearly don't actively like me either. - Dexanote

- Staff don't trust now as much now as they did two weeks ago. Some of that is our fault, some of it isn't. But we need to deal with it. - Mann
 - They'll never trust us. - Dexanote
 - We're The Bosses. This is the truth. - Dexanote
 - We should stop pretending we can 'win their trust'. - Dexanote
 - Nobody will ever like us unless we quit staff and hang around like ARD does. - Dexanote
 - I've never seen a rando actively talk about how cool administration is. Ever. - Dexanote
 - Mann, I have tried to build trust with the rest of staff on numerous occasions - Tuomey
 - asked them what I could do, personally, as a member of disc - Tuomey
 - got told "it's just that disc is kinda suspicious" - Tuomey
 - like, I'd love to build trust but I'm out of ideas - Tuomey
- Taylor and M_E tell Dexanote and Tuomey to stop wallowing and being 'unnecessarily pessimistic' because "How is this conducive to anything we've been talking about and how is it supposed to do anything but make people upset?" (Taylor)
 - The only thing disc needs to do to be trusted by the rest of staff is consistency and a reasonable degree of transparency. That is an achievable goal - M_E
 - How do we do that Erasmus ... I tried that and we got the 001 thread. ... That's what that horseshit was meant to be. - Dexanote
- Taylor asks Dexanote if they really want to discuss the 001 thread to which Dexanote declines. Dexanote then follows up by requesting the opinions of other members of Disc and then leaves the conversation.
- @Modern_Erasmus To be fair, all I've done since I joined disc was try and help increase transparency. For months I have carefully and thoroughly logged just about every single decision made by this body. I joined to help foster open communication, which I have done. I bridged the gap between chat and crit staff and disc in a way that was built on transparency. I realize the avenues existed before, but everyone is busy, leads crazy lives. I saw a gap, and I filled it. For months. ... I don't know how much more transparent we can be without actively allowing every staff member who wants to sit in on our pow-wows - Malyce
 - And I believe that was valuable work that was making a positive difference malyce. - M_E
 - It's just this incident was far more publicized and because it was in the opposite direction it overshadows it. - M_E
 - If you're saying that people don't trust us now because of transparency issues, what have I been spending hours of my life doing over the past few months? - Malyce
 - It's always easier to fall than to climb - M_E
 - @Malyce yes, because right or wrong people will judge great failures more than they will appreciate successes. That's not a judgement nor a condemnation, it's just how people work. - M_E

- I understand that. What I am asking is how do we increase transparency moving forward? - Malyce
 - Because I don't see anything more than what we've done without making the entire disc team bulkier and less nimble than it is - Malyce
 - @Malyce we do what you've been doing and we take care to not have incidents like this through caution, vetting, and proper investigation. - M_E
 - Again, people lost trust in us over the course of this. That's undeniable. The upside to this is that they *did* have trust in us, at least some, before this happened. And a lot of that is *your* doing, Malyce. And it's something we can rebuild, even though it's going to take time - Mann
- Malyce responds to Mann by stating that they are “a rules lawyer. I believe in the process, and I follow that process. I do not think the process failed on our end in this” to which Taylor asks if they “have to point this out right now how badly the process, or some correct process, was not followed by disc”
 - Tuomey and Dexanote both say no
 - Dexanote then states that they “did ask multiple times for review however people only appeared after the fact. Whatever” which invites Taylor to continue the conversation.
 - When I reviewed the thread, I reviewed it under the pretense that both parties involved in a plagiarism case *amongst staff members* had been interviewed for their timeline of events.
 - They had not.
 - They *were* not until I specifically got so confused and fed up that I did it *on my own*. - Taylor
 - why'd you ask if you had to do this now if you're gonna go ahead anyway? nobody's ready for shit right now - Tuomey
 - Because people are talking in circles - Taylor
 - Taylor, I want to point out that I said at the time that this wasn't plagiarism by the numbers - Malyce
 - Modern_erasmus asked me if I thought it was because I was familiar with the issue ... I said it was not - Malyce
 - M_E posts a screenshot of DrMagnus saying “Similar idea was raised, then the user was told this would be plagiarism/was already someone elses idea” (<https://discord.com/channels/702313598365728838/702313598365728842/782055034850246696>) along with the following statements:

- Can we quit with the farce that we didn't think it was plagiarism or that staff here was told it wasn't?
 - I asked twice and was assured that "it would have been plagiarism if he'd posted it"
 - Then it turns out this was never vetted before the thread went up.
- Taylor agrees with M_E they they had been told it would have been plagiarism if it had been posted and Tuomey argues that "the aggrieved party who recused himself said it was plagiarism"
 - @Tuomey and when I asked, everyone there at the time backed him up despite the fact that apparently no one investigated anything whatsoever - M_E
 - And then a public thread went up with no investigation or vetting, whatsoever - M_E
 - I don't know who everyone there at the time is -
 - Tuomey leaves to get drunk
- Mann adds that "Again, *we fucked up*. And that's ultimately a bigger issue here than what Cerastes did, at least in the eyes of the rest of staff. Both in not properly dealing with the breach when it happened and not making sure we all had a clear, developed picture of what happened with the 001."
 - And I put myself in this as well. I read the draft of the thread. I *had not* read the sections from Magnus or Cerastes, and I should have, before okaying it. - MAnn
 - Anyway, my priority here, what *our* priority here needs to be is to keep this from happening again. - Mann
 - M_E adds to Mann's comments that the "Big thing is for the disc captain to properly vet accusations in a demotion proceeding before we make a serious public accusation against a member of staff" and Disc "should also make sure the measures are in order with the charter since demotion for chat security isn't something we've enshrined as being a demotion reason yet - it probably should be and arguably could be if you stretched the definition of power abuse but that charter argument wasn't used here. At present, it's a grey area we should fix in the coming charter update."
- Dexanote shares a google doc that I believe was at one point an early draft of the statement. This document has since been repurposed for other uses.
 - M_E first responds by telling Dexanote that the first draft was "way too much passive aggression and personal justifications" and suggested to instead "Just give a brief statement saying no-action and a brief apology for the plagiarism accusation."
 - M_E gives some more advice and feedback on the document and suggests the following:
 - After a significant amount of deliberation behind the scenes (and in staff chat spaces) I've decided the following: Cerastes will see no action from administration or the Disciplinary team regarding the staff chat security breach. Any team captains who retain Cerastes on their staff teams at this

time may apply whatever judgement they see fit regarding this incident, at their level. I would like to formally apologize to Cerastes on behalf of myself and the rest of Disciplinary Team for how we handled this and the previous thread. Cerastes was never guilty of plagiarism, and the accusation should have been properly vetted by myself before it was made

- M_E and Dexanote later make some edits to the statement and suggest the following update:
 - After a significant amount of deliberation behind the scenes (and in staff chat spaces) the following has been decided: Cerastes will see no action from administration or the Disciplinary team regarding the staff chat security breach. Any team captains who retain Cerastes on their staff teams at this time may apply whatever judgement they see fit regarding this incident, at their level. I would like to formally apologize to Cerastes on behalf of myself and the rest of Disciplinary Team for how we handled this and the previous thread. Cerastes was never guilty of plagiarism, and the accusation should have been properly vetted by myself before it was made.
- Dexanote agrees to posting this second version, “closing the thread, and then i will ask if anything else is needed of me this weekend.”
- Malyce joins the conversation to say “for the record, that I oppose the inclusion of the apology. I realize I am in the minority here, but I do not believe an apology is merited. Cerastes is already getting away with lying to us” and “I am strongly opposed to apologizing because we fucked up prosecuting someone who lied to our faces, admitted to lying to us, and is receiving no punishment.” They then clarify that they “don't plan on making a public fuss over this, I just wanted to say it.”
 - M_E argues that this “doesn't change the fact that we made a baseless plagiarism accusation and must account for that” and that “Two wrongs don't make a right and all that jazz.” Malyce retorts that “It wasn't baseless, it was just wrong” and M_E responds “it was absolutely baseless, but it was not vetted as it was our responsibility to do before publicly making it.” They agree to disagree and move on.
- Dexanote issues an apology to the entirety of Disc for the results of their leadership.
- The conversation ends here for the night

11.28.2020

SUMMARY:

- On 11.27.2020, Tuomey attempted to begin a discussion of making a policy of not shooting the messenger to make it easier to talk to people because “There's a lot of people right now I don't want to bring any news to, in case I get shouted at for upwards of half an hour.” Soulless reopens this discussion on request from Tuomey. [This may be wrong but without seeing the current discussion in staffchat it is difficult to figure out

context

<https://discord.com/channels/702313598365728838/702313598365728842/782318648495964190>]

- now to figure out how to pitch "rules about not shooting the fucking messenger" and "rules about hitting people with a fucking sledgehammer if they make posts about issues that have been acknowledged as a problem which needs to be dealt with but which are out of scope in the immediate discussion" - Tuomey
- Rules about staying on topic or being punched in the head like that camel in Conan - Dexanote
- starting to wonder if we're going to be allowed to say reasonable things ever - Tuomey
- I assume another large discussion begins in main staffchat due to a discussion occurring around the behaviour of staff not on Disc and a comment from Tuomey that "some folks seem to think that it's disc vs everyone else lately, since before the cerastes thing." There is no link to this conversation directly however.
 - starting to think we unironically need to add a "read the entire thread before commenting and ask questions before posting a conclusion/opinion if you are confused about something or believe you might be missing anything" pop-up before letting 05 or discord comments go through - Tuomey
 - Specific relevant comments about the staffchat conversation:
 - He seems to not realize he's thinking of us as out to get the staff - Dexanote
 - we can't meet someone halfway who's walking in fucking circles - Tuomey
 - he's just mad about transparency at the moment ... which I do sympathise with because I am also mad about transparency ... I wouldn't mind a pared down version of the adcap document being shared once a month - Tuomey
 - @Soulless I think you are doing fine. There are just some people that I no longer believe are arguing in good faith. - Malyce
 - at best, people aren't fucking reading shit. if someone wants to say my opinions are wrong or that I'm an asshole, whatever, but I'm at a loss as to how to communicate complex things to people who refuse to fucking read. like, if people aren't catching up on what's going on in the various discords, why are we even using discord? why are we even using 05?? they may as well be saying SCP is real and that 096 sucked their dick behind an arby's because that is just as much based in reality as anything else that ignores all of the facts - Tuomey
 - I wasn't trying to say "taylor is wrong" and I can't apologise for making my point clear about it in the end - Tuomey
 - No I got what you meant. I was just explaining why I was here - Taylor
 - right but I got that the first time and you asked me to stop which, like, okay but then you went back to being uncoordinated ... it's totally fine to pop in if it turns out you

do not have time right now and say "Sorry guys I do not have time right now to get caught up on everything if @ Relevant Person could summarise things that would be great" - Tuomey

- The conversation stops abruptly for the day

11.29.2020

SUMMARY:

- No messages were sent about this incident

11.30.2020

SUMMARY:

- No messages were sent about this incident

12.01.2020

SUMMARY:

- No messages were sent about this incident

12.02.2020

SUMMARY:

- A discussion occurs about a staffchat conversation involving Riemann
 - Everything he argues for only happens to be something that'll increase his own position - Malyce
 - is that what you want?? more things going unread for no reason??? honestly I think he's expecting things to be like they were years ago ... okay he upgraded himself to jackassery that time - Tuomey
 - During the conversation about Riemann's approach to staffchat discussion, Zyn asks about what Riemann does as site staff.
 - If Riemann actually did more for the site I might take him more seriously - Zyn
- I don't know how I'm supposed to explain the ideas of compartmentalised and privileged information without being a condescending shit but honestly at this point some motherfuckers need a little condescension ... me, kicking open the door to the manager's office at the local aldi: "WHY DOESN'T EVERY CASHIER HAVE THE KEYS TO THE STORE? SOMEONE WHO HAD THEM WAS LATE ONCE AND IT CAUSED A PROBLEM!" - Tuomey

- I expected chat operators to be able to make their questions clear over text but here we fucking are I guess ... this is why I got so mad at ARD asking if we would "support a policy aimed at fixing communication problems between adcap and staff in general" before ... if people don't say specifically what they mean, apparently they mean something totally different - Tuomey
 - i said specifically what i meant, "because staff don't need to know" and that was still somehow a "hmm what does it *mean*" moment - Bluesoul
 - it was very much meant to be, Riemann needs to chill the fuck out and stop thinking he's entitled to *anything* beyond what his captain elects to share with him. we've normalized yelling at everybody instead of talking to your captain and i'm fucking *sick of it* - Bluesoul
- I look at staff compartmentalization in terms of nimbleness. Whenever staff at large has to make a decision on something, one of two things tends to happen. Rubberstamps for things that have already had a lot of work done on it or horrendous swirls where everyone talks past each other and nothing happens. Except a bunch of pissed off and exhausted people - Malyce
- I'm honestly not inclined to interpret Riemann generously here. I'm having a hard time interpreting a number of people generously recently given all the repetitive yelling. I don't know why I end up stopping people from talking past each other when I semi-frequently experience aphasia. it seems counterintuitive. also, is it just me, or is this the first time in this whole-ass incident that anyone has asked what goes on in adcap - Tuomey
 - gee and riemann both brought it up several times - Malyce
 - no, it came up a couple times already. both are apparently going to try and gaslight me into saying they never asked for what they asked for - Bluesoul
 - @bluesoul serious question, do you honestly believe that that is what is happening, or were you being hyperbolic? I'm not trying to be antagonistic, I genuinely want your thoughts on that - Malyce
 - nah it's probably not intentional in that way but it's hard not to resent being told *now* that they said something other than what they actually said *then* - Bluesoul
 - I have extremely strong opinions on gaslighting and people that engage in it. It's a major problem in the kink community, and it's a spectre I've faced down more than once - Malyce
 - when people have been Yelling it's hard to assume they're acting in good faith. part of why I stepped in to make a specific request nobody could really wiggle out of without giving a reasonable explanation. ...hey if I'm so fucking good at communication all of a sudden how come I can't fuckin ask someone out without having a panic attack. this is stupid - Tuomey
 - The time allocated to this investigation ends here.