



FORMAL REGULATIONS FOR COMPNOW INVESTIGATIONS

PREAMBLE The Commission for Oversight, Management, and Preservation of Necessary Organizational Welfare (COMPNOW) is charged with investigating allegations that threaten the welfare, integrity, and reputation of the organization. These regulations are established to guide the investigation process and ensure adherence to the organizational mission while granting the Commission sufficient flexibility to fulfill its mandate effectively.

SECTION 1. INITIATION OF INVESTIGATIONS

- 1.1. Investigations may be initiated upon receipt of a formal complaint or by directive from the President's office.
 - 1.2. Complaints must be submitted in writing, including detailed allegations and supporting evidence where possible. Anonymous complaints may be considered at the discretion of COMPNOW.
 - 1.3. COMPNOW reserves the right to expand the scope of any investigation to encompass additional concerns that arise during the investigative process.
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SECTION 2. NOTIFICATION OF PARTIES

- 2.1. Individuals subject to investigation (hereafter referred to as "Respondents") will be notified in writing within five (5) business days of the initiation of the investigation.
 - 2.2. Notifications shall include:
 - 2.2.1. A summary of the allegations.
 - 2.2.2. Information about the submission of position documents as outlined in the Addendum to Executive Order No. 001.
 - 2.2.3. A general timeline for the investigation.
 - 2.3. COMPNOW may withhold specific details of the complaint to protect the identity of the complainant or ensure the integrity of the investigation.
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SECTION 3. EVIDENCE COLLECTION

- 3.1. COMPNOW shall collect evidence through interviews, document reviews, and other relevant methods.
- 3.2. Respondents and witnesses are required to cooperate fully and provide requested documentation or testimony promptly.
- 3.3. The Commission reserves the right to decline consideration of evidence deemed irrelevant or unnecessarily disruptive to the investigation's focus.



3.4. Refusal to cooperate may result in adverse inferences or further disciplinary measures, including expulsions.

SECTION 4. HEARINGS AND DELIBERATIONS

4.1. COMPNOW may hold hearings as deemed necessary. Hearings are not required but may be used for:

4.1.1. Clarifying evidence.

4.1.2. Allowing Respondents or witnesses to present oral statements.

4.2. Hearings are closed, unless referred Track 3, to all except COMPNOW members, Respondents, and specifically invited witnesses or advisors.

4.3. Formal rules of evidence do not apply, and COMPNOW may accept or reject evidence at its discretion.

SECTION 5. RESOLUTIONS AND PENALTIES

5.1. COMPNOW shall deliberate privately and issue findings based on a majority vote.

5.2. Penalties may include, but are not limited to:

5.2.1. Revocation of membership.

5.2.2. Restrictions on future participation.

5.2.3. Formal reprimands.

5.3. In cases involving allegations of moral turpitude or abuse of leadership positions, COMPNOW reserves the authority to recommend further action to the President's office, including referrals to external authorities if necessary.

SECTION 6. APPEALS PROCESS

6.1. Appeals must be submitted in accordance with the bylaws.

SECTION 7. CONFIDENTIALITY AND DISCLOSURES

7.1. All proceedings, evidence, and deliberations are confidential, unless referred to Track 3.

7.2. COMPNOW may release findings to relevant parties as deemed necessary to protect organizational integrity.



7.3. The President retains the authority to administratively refer a matter to any track as deemed necessary for the welfare of the club.

7.4. COMPNOW retains the authority to administratively refer a matter to any track as deemed necessary for the welfare of the club, overriding the authority of the president.

SECTION 8. GENERAL PROVISIONS

8.1. COMPNOW retains full discretion to interpret and apply these regulations as circumstances require.

8.2. These regulations may be amended by COMPNOW with the approval of the President's office.

COMPNOW Chair, CDSS Executive Director,

Nikita Akhumov