



Code of Conduct

Introduction



Stormglow Battlegame is dedicated to providing an inclusive LARPing experience for everyone, regardless of gender, sexuality, disability, physical appearance, body size, race or religion. Therefore, all participants agree to abide by the following Code of Conduct.

The Code of Conduct is not all-inclusive. Any action which creates an unsafe or hostile environment or which precludes fair game play may be reported to the organiser in charge of complaints. The complaints department, other Organisers or Managing Directors may issue violations for actions not explicitly defined in the code. Participation in Stormglow Battlegame it will be assumed that participants are agreeing and will adhere to the code.

This code applies to behaviour at not limited to battlenights, training sessions, public demonstrations, events, special events, dinners, and online discussions.

To get the most out of your participation in Stormglow Battlegame, we ask that you agree to our code of conduct. The code of conduct ensures that your Stormglow Battlegame is free of harassment/ bullying, is safe for everyone to participate in and ensures that together we create a place where we can all play and feel safe.

The code is based on respect. Respect is a regard for the feelings, wishes, and rights of others.

Respectful Behaviour



Respect the Right for Others to Feel Safe

To be a member/participant of Stormglow Battlegame community you must:

- Treat others with respect, regardless of a person's gender, sexuality, disability, physical appearance, body size, race, or religion.
- Not threaten, intimidate, or insult people out-of-game. This includes not using out-of-game knowledge or information to threaten, intimidate or insult people under the guise of roleplay.
 - Outside disputes are not to be brought into any Stormglow game night, event or training. Suspension and banning from Stormglow activities may be imposed.
- Not discriminate against other participants of Stormglow Battlegame or the wider community.
- Not attend Stormglow Battlegame game nights, functions events, celebrations, or demonstrations under the influence of Alcohol, drugs or other medications that may impair your judgement.
- Not attend Stormglow Battlegame in possession of real weapons or other illegal items unless authorised by a member of the Organisers team or a Managing Director.
- Not encourage or ask members of the community not involved in Stormglow Battlegame to bully, harass, threaten, or intimidate other participants.

Stormglow has a zero tolerance of participants bullying or harassing other participants and community members of Stormglow Battlegame.



Respect the Right of Others to Participate in Stormglow Battlegame

When participating in Stormglow Battlegame and associated events you must:

- Listen to other participants opinions
- Share your own opinions respectfully
- Discuss differences with respect and a regard for others
- Actively participate in all appropriate activities as you so wish to be involved in
- Not disrupt others through behaviours that would breach the right of participants and community members to feel safe
- Try and uphold requests made by community members/participants to keep them uninvolved in plots whose themes relate to their phobias, past traumas, or other similarly sensitive topics.
- Not sexually harass anyone, in-game or out-of-game. This includes but is not limited to public sexual behaviour, sexual comments, and all forms of sexual assault.
- Not physically assault others.
- Not cheat or meta-game. (This is using outside knowledge to influence the game in your favour)
- Follow the directions of Managing Directors, organisers, and Marshals all times

Respect Your Own Participation in Stormglow Battlegame

To support your participation in Stormglow Battlegame, we ask that you:

- Arrive to game nights, events, functions and demonstrations prepared to participate
- Value your own skills and abilities and what these qualities bring to the game
- Be willing to seek support when required – this may include further weapon training, assisting with role development, creation of kit/amour and weapons and development of other LARP related skills.
- Follow the rules outlined in the Stormglow Battlegame Rulebook - participants are expected to have read the rules of play and are expected to abide by them.
- Attend training sessions until you have been deemed safe on the use of each specific weapon you intend to wield.

Respect our Officials, Marshals, Organisers and Managing Directors

To achieve this, we ask that you:

- Do not swear at, threaten, or intimidate our officials, marshals, organisers and managing directors or other Stormglow Battlegame community members
- Are open and honest in all your interactions with officials, marshals, organisers and managing directors or other Stormglow Battlegame community members
- You notify us when your participation is being affected by an issue or circumstances relating to Stormglow Battlegame

Respect Our Community and Our Place in It

When representing Stormglow Battlegame in the community at events such as demonstrations you must:

- Be polite and courteous
- Not engage in behaviour that may give cause for complaint e.g. Swearing, excessive violence or anger
- Being on time, appropriately dressed in kit/amour, assist with set up and pack up
- Ensure you have a current and valid Working with Children Check (WWCC)
- Asking questions to clarify understanding when required

Respect the Environment and Resources That We Provide

Stormglow Battlegame will not tolerate:

- Damage to other participants or Stormglow property or resources
- Damage to hired property or wider community property and resources
- Smoking in inappropriate areas
- Littering - clean up after yourself, whatever you bring in you take out



Stormglow Battlegame Will Provide All Participants With

- A safe environment free from bullying and harassment
- Support services that will assist participants to be deemed safe in weaponry use, and assist with role development, creation of kit/armor and weapons and development of other LARP related skills.
- Skilled, and knowledgeable community members to support your LARPing journey
- Respect, in return for your support in meeting the expectations of this code of conduct

Harassment/ Bullying



What is harassment?

The act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands.

Harassment includes:

- Offensive verbal comments about gender, sexuality, impairment, physical appearance, body size, race, or religion
- Showing sexually explicit images or discussing sexually explicit topics in public spaces, including, but not limited to, social media groups and pages, official events, and forums.
- Discussion or images related to sex, pornography, discriminatory language or similar is welcome if it meets all the following criteria:
 - Managing Directors or organizers have specifically granted permission in writing
 - It is necessary to the topic of discussion and no alternative exists.
 - It is presented in a respectful manner, especially towards women and LGBTQIA people.
 - Attendees are forewarned in the program and respectfully given ample warning and opportunity to leave beforehand.
 - This exception does not allow use of gratuitous sexual images as attention-getting devices or unnecessary examples.
- Intimidation, stalking or following
- Photographing or recording someone without their permission
- Sustained disruption of talks or other events
- Uninvited physical contact
- Uninvited sexual attention

Participants asked to stop harassing behaviour must comply immediately.

What is bullying?

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening. Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated or has the potential to be repeated, over time (for example through the sharing of digital records). Bullying of any form or for any reason can have immediate, medium- and long-term effects on those involved, including bystanders.

Single incidents and conflict or fight between people, whether in person or online, are **not** defined as bullying.



What bullying is **not**:

- Single episodes of social rejection or dislike
- Single episode acts of nastiness or spite
- Random acts of aggression or intimidation
- Mutual arguments, disagreements, or fights

These actions can cause great distress. However, they do not fit the definition of bullying and are not bullying unless it is deliberately and repeatedly done.

What should I do if I feel I am being harassed or bullied?



General Actions

- In some cases, you may find the harassment/bullying stops if you clearly say 'no', 'please leave me alone', or simply walk away.
- All incidents of bullying or harassment should be reported to the Grievance officer. If officer is unavailable, please see an organizer or managing director to assist with managing repeat offenders.
- Organizers and Managing directors will help participants as available and appropriate to handle the situation
- If you report a serious criminal matter, please be aware that we may be obliged to contact local law enforcement.

Making A Formal Complaint about Bullying and Harassment

- Formal complaints need to be submitted through the Stormglow Battlegame's website or in a written letter detailing the information relating to the incidents of bullying and harassment.
- Anyone involved in a complaint of bullying or its investigation, must ensure that the circumstances and facts of the complaint are disclosed only to those people who are directly involved in progressing the matter's investigation and resolution.
- Complaints regarding bullying and Harassment investigations, consequences will be monitored and managed in the strictest of confidence.
- Respondents to complaints are provided with the right to reply to grievances or complaints within a suitable timeframe
- All parties are supported in instances of grievances / complaints being made
- Information regarding formal complaints about bullying and harassment should not be shared around other participants of Stormglow Battlegame or the wider community as this will affect the information gathered and may have consequences on the outcome of investigations

Outcomes from Investigations

- Outcomes from investigations will not always be made publicly available due to the sensitive nature however all complaints of bullying and harassment will be investigated and actioned appropriately.
- Only participants directly related to a complaint of bullying or harassment will be included in any outcome actions
- Any outcomes from investigations should not be shared with participants of Stormglow Battlegame or the wider community



Process for handling breaches of this Code of Conduct



All breaches of the code of conduct will be investigated. This is to provide fairness and natural justice in relation to decision and consequences.

Depending on the seriousness of the breach Stormglow Battlegame may choose to:

- Speak to the participant regarding the breach and issue a verbal warning
- Be refused entry to an event, demonstration, or function.
- Formally (In writing) request the participant to cease the behaviour
- Impose suspensions. The Organisers in conjunction with Managing directors will determine an appropriate period in relation to suspensions based on the seriousness of the breach.
- Ban/Banish participants as a last resort, where other attempts to modify behaviour to prevent breaches of this code have been unsuccessful.