



Code of Conduct: Fostering Positive Play

Statement of Purpose:

It is the intent of Refuge LARP to host events where both players and staff work together to foster a culture of respect, safety, and positive play. Everyone participating in an event hosted by Refuge LARP is expected to join us in our quest towards this goal. This Code of Conduct (CoC) sets expectations of appropriate behavior, and to empowers both players and staff to proactively address concerns, issues, and incidents as they occur.

To best facilitate positive play, Refuge LARP reserves the right to address violations of this CoC in accordance with Refuge LARP's Violations Policy, up to and including being banned from attending events.

Positive Play:

All players and staff at Refuge LARP events are expected to foster a Positive Play environment. Our standards for positive play as follows:

- We respect each other's space.
- We respect each other's emotions.
- We respect each other's consent.

Positive Play is achieved through words and actions that embody respect. All participants shall respect the space, emotions, and consent of everyone involved in any Refuge LARP event. This includes the players, staff, bystanders, and those who might be hosting or maintaining the event space. All participants shall also extend this respect to the spaces we use.

Positive players treat others as they would like to be treated, and work towards creating an environment for others to do the same. Individuals have differing limits and tolerances and what one person may find upsetting and offensive, another person might not take exception to. Letting others know when their topics, words, and behaviours are causing distress allows them to be aware of the issue and remedy the situation.

Promoting Positive Play

To promote Positive Play and ensure that everyone can best respect the comfort level of all participants we encourage and support any participant that is feeling uncomfortable, distressed, or harassed to express this feeling to others.

If a participant is uncomfortable expressing their discomfort directly, we ask that they approach a staff member with their concern so that the staff can address the situation. If informed by another participant or a staff member that something is making others uncomfortable, please be respectful of that member of our community and correct the discomforting behavior.

Similarly if any participant feels that another participant poses a danger to their safety (either physical or emotional safety), or the safety of the community, we ask that they approach a staff member, in person or via email, with their concern in as specific terms as possible.

We appreciate firsthand accounts in any situations to get the best information possible, as well as to avoid hearsay. However, we understand that some participants will be uncomfortable with, or even fearful, of bringing things to our attention and in such cases, we encourage others to bring these concerns to us.

In all cases information in circumstances such as these that is brought to a staff member will be kept as confidential as much as it is possible.

If you feel that a member of Refuge LARP staff has violated our own code of conduct and do not feel comfortable letting another member of staff know, you may contact customerservice@RefugeLARP.com to reach out to Refuge LARP Customer Service.

Anti-Harassment:

Harassment in any form will not be tolerated. We hold that everyone has the right to have experiences free from harassment or the fear of harassment, regardless of factors including but not limited to race/ethnicity, religion, sexual orientation, gender identity/expression, body size, physical appearance, neurotype, age, and/or disability.

Harassment can include, but is not limited to:

- Continued one-on-one communication after requests to cease.
- The manipulation of photographs or recordings in a manner that may offend, intimidate, embarrass, or demean.
- Verbal, written, or social media comments that may offend, intimidate, embarrass, or demean, including those that reinforce social structures of prejudice or domination.
- Deliberate misgendering or use of 'dead', former, or rejected names.
- Threats of violence.
- Physical or verbal intimidation and any other behaviors that could reasonably be viewed as abusive.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Patterns of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate.
- Unwelcome attention, either in person or through an online medium.
- Unwelcome physical contact, sexual attention or simulated physical contact (eg, textual descriptions like "hug" or "backrub") without consent or after a request to stop.
- Any other behaviour that is disruptive to events or attendees' enjoyment of events.