

Arcane Adventures Code of Conduct

Arcane Adventures LLC aims to make our community as safe and inclusive as possible. The following Code of Conduct should inform the expected behavior of participants in all events sponsored by Arcane Adventures. The scope of these expectations is not exclusive to activities on site at an event, and also applies to interactions between community members in other electronic or social forums, within reason. All participants are expected to behave in a manner that supports the safety of the Arcane Adventures community and the good of the game. It is not possible to write a rule to cover every situation, and it is possible to follow a rule to the letter while not following the spirit of the rule. Where necessary, based on the best judgment of Arcane Adventures Staff, such behavior will be treated as inappropriate.

Arcane Adventures will not tolerate any participant willfully abusing the clear meaning of language in an attempt to gain personal advantage, avoid consequences, or be disruptive to Arcane Adventures events and the surrounding community. Staff will always endeavor to provide clarification if anyone feels a rule is confusing or being misinterpreted. Don't attempt to cite or twist the specific language of a rule or policy to argue the validity of Staff guidance about a behavior or ruling.

Arcane Adventures reserves the right to sanction, remove, or ban any participant from any event at any time for any reason. We are not legally obligated to disclose those reasons. Management and Staff will endeavor to show good judgment and fairness in applying this rule.

Be Safe

- Don't engage in physically unsafe acts that put you at risk of injury or that may injure others, with or without consent.
- Apply safe combat standards and be aware of your surroundings. Especially where combat is concerned, participants are expected to respond in good faith to correct any safety issues pointed out by other participants or Staff. Sustained failure to address combat safety issues may result in the permanent removal of a participant's privileges to engage in a specific or general combat.
- Safety also includes coming to the site under the influence of illegal substances or alcohol. Participants found in possession of such substances will be immediately removed from the event.

Community First

The Arcane Adventures community is just that– a community composed of other people with their own goals, needs, beliefs, and challenges. We expect participants to be aware of and care about the experiences of their fellow Players, think about the story you are collectively creating, and apply safety tools as necessary to maintain trust and good faith. There is no way to “win” Arcane Adventures other than by telling a good story that is engaging for both you and those around you.

Safety Policies

Definitions of Inappropriate Behavior

Participants should regard the following guidelines as expectations of conduct in addition to legally actionable actions regarding harassment, abuse, or other forms of inappropriate activity. In other words, the legal expectations of tangible proof are not necessary for Arcane Adventures Staff to take action on a complaint. This is not an exhaustive list, but covers many behaviors we consider inappropriate:

- Physical or verbal intimidation or any other behavior that reasonable individuals would view as abusive (outside of the boundaries of in-game roleplay conflict, with use of appropriate safety tools defined elsewhere in this document).
- Stalking.
- Repeated and unwanted contact after a participant sets a clear boundary requesting distance.
- Inappropriate physical contact or proximity.
- Non-consensual physical or social interactions, or sexual acts.
- Unwelcome sexual attention, whether verbal or physical.
- Abuse, harassment, threats, or unwanted behavior not explicitly opted into as part of the in-game conflict-driven world and interactions between Characters.
- Photography or recording without consent.

Participants asked to stop any harassing behavior are expected to comply immediately. All Arcane Adventures Staff are also subject to these definitions of inappropriate behavior.

Consent and Immersion

The game system provides a framework for antagonistic “In-Character Conflict” (“PvP”) encounters in both combat and emotional encounters, which may result in non-negotiated

negative consequences for one Character such as Character death and resurrection, loss of in-game possessions or wealth, etc.

Consent and Inclusiveness

Participants at Arcane Adventures events, by participating in the game, should expect to be exposed to PvP situations and unplanned negative consequences for their Characters as part of normal gameplay. By participating in an event you understand that these situations can be resolved as much as possible with application of the game rules and in an immersive fashion. However, immersion works best when participants feel safe and included in an environment that supports clear communication and consent.

We always encourage the use of consent negotiations from a simple “Thumbs up check-in” or “permission to touch” or a prior scene negotiation (or at least a prior conversation in regards to the content) to help guide the intensity and direction of roleplay, especially where it may become antagonistic in-game. Immersion is not a rule, but it is a goal of our design. We expect participants to actively contribute to consent culture, because it keeps our community kind and inclusive, and because it supports that immersion.

Use of Check-In and Safety Tools

We expect participants to use and respect use of some non-immersion-breaking safety tools, especially the “Thumbs up Check-In”, described and taught during safety orientation, to modulate the intensity of roleplay and antagonistic encounters where necessary in order to promote and maintain trust and good faith with other Players.

Resolving In-Game Consequences

Safety tools are meant to be used to promote personal care and maintain trust and good faith with other Players, but are not to be used to simply avoid consequences for in-game actions taken by Players representing their Characters. If use of a safety tool is necessary to modulate an encounter, participants are expected to work together to devise an acceptable approach that allows for an alternate resolution of consequences.

Prohibited and Sensitive Subject Matter

Sexual Content and Slavery

Arcane Adventures events and content will not explore the topics of sexual assault and rape, nor the topic of slavery in any form, including within Character backstories.

Makeup Restrictions

Arcane Adventures does not permit makeup of real-world skin tones in representations of any of the races in our game system. Some races have specific color makeup requirements which are not intended to and should not be used to mimic real-world skin tones, but should instead be deliberately integrated so as to highlight the fantastical appearance of a Character.

Marginalization and Playing Another's Experience

Arcane Adventures events and content may occasionally include difficult themes of cultural taboos, in-game racism, sexism, addiction, mental or physical illness, marginalization, or other themes that may touch upon analogues to real-world issues. We expect participants to portray and interact with these concepts with empathy and sensitivity as part of a compelling story, not as "making fun" or "wearing a costume", and to promptly raise any sincere content concerns with Staff so we can adjust if we are not living up to this goal.

Playing another's experience is extremely sensitive subject matter. Participation means understanding and acknowledging this, and committing to address such activities with care.

Consideration of Contemporary Context and Culture

Arcane Adventures events and content will not explore direct analogues to real-world derogatory language and symbols. There are far more interesting and inoffensive ways to display racial or cultural antagonism in-game- if you need ideas, see a Staff member.

We endeavor to avoid the appropriation or insensitive usage of real-world cultural symbols, dress, or other cultural displays. We recognize that some religious and cultural symbols and traditions have over time entered the common visual language of our culture through genuine cultural exchange or in ways that are not obviously associated with a popular active tradition. This does not always mean it's okay to use them. We know that not all participants come from the same background or awareness of various real-world traditions and cultures. The boundary here is not always obvious to each participant, and we encourage you to sincerely consider concepts of appropriation vs. attribution or inspiration if you are approaching this line. When in doubt about the appropriateness of such content in your roleplay, or receiving feedback to that effect, err on the side of caution, or ask for guidance from the community! Participants are also expected to be responsive if someone

politely raises an issue of discomfort regarding such usage, and apply their best judgment or respond to Staff guidance regarding avoiding inappropriate usage of such content.

Disciplinary Actions

You may approach any Staff member and they will take steps to resolve your concern, either directly or by promptly assisting with escalating the issue. Outside of an event, if you wish to communicate information about inappropriate behavior as defined above, please contact a member of the Board of Directors. Any information provided is private and will be handled in confidence without threat of retribution. Please include as many details as possible. Please be aware that if further specific action is warranted or required, we may need to ask for additional details or communication in order to move forward.

Communicate First-Hand Information As Soon As Possible

Arcane Adventures Staff cannot act on second- or third-hand complaints or information. In order to respond, we need participants to directly approach Staff with the concern and information they have, as soon as reasonably possible. We will do our best to accommodate you and give you a safe space to discuss any concerns confidentially.

Personal Disputes

On occasion, individuals at our events may have out-of-game disagreements or interpersonal conflicts that are not severe and not related to the game. If you're not confident that you can keep it out of the game, please carefully consider what actions will minimize any escalation. Staff will not be responsible for arbitrating this type of disagreement unless it escalates to an issue of safety or other violation of our Code of Conduct.

Conflict Between Participants

If a participant is uncomfortable or believes another participant is behaving inappropriately, we ask that the participant initially assumes good faith and gently asks the other participant to cease their behavior. If a participant is uncomfortable with this or has already attempted a personal resolution without success, we ask that you promptly bring the issue to any Staff member. If an issue is brought to a Staff member, they will escalate it to the appropriate individuals to address it further on your behalf. Individuals are sometimes blind to the perception of their own words or actions, and Staff will endeavor to take your word on your feelings and perception of the incident.

Responding to Concerns as a Participant

If a participant is approached by another individual with a concern that they are behaving in a way that makes others uncomfortable or unsafe, we also ask that they assume good faith on the part of someone who is attempting to enjoy the event just as you are. Being approached about a concern in most cases is an honest opportunity to make you aware and provide a chance to course correct. As such, the expected response is that the participant will make an immediate effort to correct their behavior.

Staff Handling of Complaints

Staff will intervene in a situation politely only once, provided the Staff member(s) feel in their best judgment that an issue is minor. If a second complaint occurs or the issue is severe, Staff will typically ask both sides for their account of the incident, along with any third parties involved. Identifying details of the plaintiffs and the incident(s) in question will be kept internally confidential unless the parties involved request otherwise or in the case of legal obligations. Game Staff not on Arcane Adventures Board will not receive these details, but may be informed about generalities involving the situation where necessary.

Individual Evaluation

Each complaint received by Arcane Adventures Staff is evaluated individually based upon the evidence presented, and existing information about the Players involved. Where appropriate, this information is collectively reviewed by the Arcane Adventures Board of Directors. Staff will act purely upon their best judgment, with full authority to do so within the confines of community rules.

Due Diligence

Believing individuals raising a complaint is part of our due diligence to trust good intentions on the part of all participants. Staff does not automatically assume bad intent on the part of any participant who is the subject of a complaint. Staff are not looking for a reason to remove someone from events or ask them to leave the community. It is our intent to carefully evaluate incidents as they occur and with the evidence presented, and we accept that this is necessary to maintain a safe community. This approach ensures that the community can have confidence that we take complaints seriously, and will perform due diligence in good faith to follow up on and take only necessary actions to resolve the complaint so that similar incidents do not occur.

Disciplinary Consequences

In response to any complaint the consequences may include the following. Staff may choose to directly apply, or decline to apply, one or more of these at any time to address a particular disciplinary incident:

- **Nothing:** Sometimes after investigation, an issue isn't clear enough to be approached or resolved in a useful or satisfactory way. Subsequent reports will be taken into account as a pattern of behavior, but may mean there is nothing Staff has identified that can reasonably be done for the immediate situation.
- **Warning:** In the case of a first minor incident, Staff may choose to issue a warning. We do not have a "three strikes" policy, and will likely only issue a single warning for similar behavior.
- **Mediation:** Staff may choose to offer participants in conflict an opportunity for limited mediation, where both parties sit down together and discuss their concern and potential resolution. All parties are expected to approach the discussion in good faith.
- **On-Site Avoidance:** Participants in a personal conflict that cannot otherwise be resolved through in-game rules and mechanics or mediation may be given a limited opportunity to voluntarily distance themselves from encountering each other at the game. On-Site Avoidance is never intended to be a permanent option between any two participants, and must be part of an intentional short-term process of reconciliation for all participants to reach a point of self-sustaining good faith play with each other.
- **Voluntary Removal:** A participant is offered an opportunity to voluntarily remove themselves from the event and must leave the event site immediately.
- **Involuntary Removal:** A participant is directed to remove themselves from the event and must leave the event site immediately.
- **Ban:** A participant is banned permanently from all Arcane Adventures events.

In the event of a removal or ban, refunds for event tickets or passes will be issued solely at the discretion of the Arcane Adventures Board. Donations and any other prior contributions of money or material to Arcane Adventures will not be refunded or returned.

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