

The Code of Conduct

The LAIRE Code of Conduct is in place to protect our players and make everyone feel safe and respected at our game. We will not tolerate any real forms of violence, bigotry, or illegal behavior at LAIRE sanctioned events. It is the job of Eboard (the Executive Board) to make sure the game feels safe for everyone. If you or anyone you know is made to feel unsafe by a member of our game, or a prospective member, please alert a member of Eboard or the Community Health Team as soon as possible. If possible, it is best to contact a member of Eboard or the Community Health Team as soon as the altercation takes place. If the incident takes place at a LAIRE event, we ask you notify someone immediately, as event safety is our highest priority.

During LAIRE role playing events, you may be in situations that include some form of in-game prejudice that may make you uncomfortable. These situations are intended to challenge and build a player, and should NEVER include sexual situations, or be made with the intention to make any player feel uncomfortable or unsafe.

We ask that fellow players show respect to each other during and away from LAIRE sanctioned events. While disagreements may still occur, we expect community members to handle these kinds of situations respectfully. If you feel as though you need assistance with mediation, please contact our Community Health Team.

Out-of-Game Policies:

- If you believe there is a problem, it is your responsibility to bring it to the attention of Eboard or the Community Health Team.
- The possession and/or consumption of alcohol or non-prescription drugs is prohibited at LAIRE events. Over-the-counter medications are permitted only when taken as directed. The only exception to this rule will be for specific LAIRE functions that have been sanctioned and approved by the LAIRE Eboard for the consumption of alcohol (for example: the LAIRE Awards Dinner).
- We will not allow any community member who is inebriated to participate in events where combat is taking place.

- If you are taking a prescription medication that severely impacts your motor skills and/or mental judgment, we ask that you use your best discretion regarding participation in events, even outside of combat.
- As a PG-13 game, use of profanity is restricted and we do not allow certain curse words or any real life slurs or derogatory language. The following curse words are allowed: ass, damn, hell, and bastard. If you have any specific questions regarding what is considered acceptable language, please contact the Executive Director. Although as a general rule, if it is muted on the news, it will not be acceptable to say at LAIRE.
- No bullying/cyberbullying. (*Bullying* is defined as the use of force, coercion, hurtful teasing, or threat, to abuse, aggressively dominate, or intimidate). 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.
- No harassment (*Harassment* is defined as intentionally targeting someone else with behavior that is meant to alarm, annoy, torment or terrorize them. Not all petty annoyances constitute harassment). Using the ELMO rule can be helpful in stopping harassment, ELMO stands for: "Enough, let's move on." If someone wants the conversation to end and says so, it is expected that the request will be honored.
- No threats of violence (*Violence* is defined as credible threats of harm. *Threats* are defined as a declaration of one's purpose or intention to inflict injury to the person, property, or rights of another).
- No direct or graphic depictions of sexual acts.
- No romantic relationships are permitted between adult and youth members. Players under the age of 18 are considered youth members. Relationships compliant with NJ's Romeo and Juliet law are permitted within the state of NJ.
- Youth Protection Training must be completed every year, by all members ages 18 and over.
- Messaging staff members about items regarding their position on staff is prohibited. For example, you may not message plot marshalls regarding your plot concerns or requests. If you need to discuss something with a department, please use the appropriate email listed (these can be found on the website and discord server).

In-Game Conduct Best Practices:

- Members are discouraged from having in-game conversations outside of LAIRE events and official missive emails that are CC'd to the proper channels. However, be mindful that anything you say about your own player character may be brought into game at a listener's discretion.
- In game relationships
 - The "Player vs Character" rule means everyone must understand that what a character does in game does not reflect the player out of game and vice versa. Through roleplay, some players may choose to have in-character relationships.
 - In-character romantic relationships should NOT be used to attempt an out of game romantic relationship. You MUST discuss in-game relationships on an out-of-game level PRIOR to pursuing said in-game relationship, to ensure the consent from all players involved.
 - In character romantic relationships between an adult member and a youth member is strictly prohibited.
- Evil PCs
 - It is not recommended to play an Evil-aligned PC character (i.e., following the dark faith).
 - Due to in-game culture, playing an evil PC is one of the easiest ways to get killed in PVP scenarios. If you play a character with an Evil faith, it is with the knowledge that this character is likely going to face in-game repercussions (such as incarceration or execution) upon discovery. It is strongly recommended that you inform at least one plot member, and then nobody else out-of-game.

Definition of Warning System

This is not a three-strike system. Depending on the severity, a player's actions may result in immediate greater disciplinary action.

- First Warning: also known as "verbal warnings," used for minor incidents where the party needs a rules reminder. No malicious

intent or willful disobedience. First warnings remain on a player's card until the end of the event.

- **Written Warning:** a second reprimand following the First Warning. If the incident is severe enough, the First Warning will be bypassed. Written warnings remain on a player's card for three (3) months.
- **Rules Violation:** a third reprimand following previous warnings. If the incident is severe enough, the First Warning and Written Warning will be bypassed. Rules violations remain on a player's card until expiration. The expiration date is to be determined by Eboard based on the severity of the violation.

Consequences:

Breaking the Code of Conduct may result in: a discussion and plan for how you will fix your wrong doings with a member of Eboard; a temporary suspension from all events run by LAIRE; or a permanent ban. We have a zero tolerance policy for retaliation due to reports. Retaliation against someone who made a report will result in, at a minimum, a temporary suspension. Anonymity will be attempted with any and all reports, but confidentiality cannot be guaranteed with the nature of such situations.

Contacting the Executive Board and its staff members:

Eboard and our staff members will not accept any private messages for LAIRE business through social media platforms, including, but not limited to: Facebook, Twitter, Instagram, and Discord. The only exception to this rule is that Discord Moderators may be privately messaged via Discord for all issues related only to the official LAIRE Discord server. All other requests must be sent to the appropriate email address for the department you wish to speak to.

Dress Code:

- All players must have their genitals covered at all times.
- Material must extend at least 1 inch above/below/to the sides of the nipple, and at least 1 inch above the pubic area and below the crotch/buttocks. This coverage must remain in place while moving/bending/fighting/etc., so if your

costume rides up or down, please extend it, find a way to secure it, or wear something under it.

- Shirt coverings must be worn at all times, by all genders. Mesh shirts are allowed if they provide the required coverage of the areas as listed above. Tape over the nipples will not suffice. Cloaks/capes will not be accepted in place of shirts-- if you are wearing one, please wear a shirt underneath.

Staff Members:

As members of staff are required to interact with other members of the playerbase, it is even more important for staff members to adhere to the standards outlined in this document. This includes but is not limited to Eboard, the heads of all LAIRE departments, and their designated staff. Any offenses of the Code of Conduct found to be actionable may result in removal of position and may cause you to be held in bad standing.