

Shadow Realms L.A.R.P. Official Policies

All participants at Shadow Realms L.A.R.P. are required to read and comprehend the following policies for the fostering of a safe and positive community. Failure to do so will not be tolerated and will be responded with appropriate reprimand from Management, up to and including banning from Shadow Realms.

DRUG AND SUBSTANCE ABUSE POLICY

Shadow Realms intends to provide a safe and healthy game environment. We recognize alcohol and drug abuse as potential health, safety and security problems. We expect all participants to assist in maintaining a game environment free from the effects of alcohol, drugs, or other intoxicating substances. Compliance with this drug and substance abuse policy is a condition of participation, and if observed to be under the influence may lead to discipline up to and including banning.

All participants are required to arrive at game not under the influence of recreational or restricted drugs/alcohol, ready to play. If someone is impaired because of taking medication according to a doctor's prescription, they are required to discuss it with General Management prior to play.

Participants who observe others under the influence of illegal drugs or alcohol should report such conduct immediately to a General Manager.

HARASSMENT POLICY

Shadow Realms is committed to providing a game environment in which all individuals are treated with respect and dignity. Each individual has a right to play in an atmosphere which promotes equal opportunities and prohibits discriminatory practices.

Discrimination includes harassment because of sex, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, family status, disability or sexual orientation and otherwise as prohibited by law.

Shadow Realms has adopted this policy to make clear that harassment is offensive, degrading and intolerable. It is a form of discrimination. Harassment is prohibited in Ontario by the Human Rights Code (R.S.O. 1990, C.H. 19).

THIS POLICY APPLIES TO ALL PARTICIPANTS AT SHADOW REALMS AT ANY TIME: WHILE AT GAME, AT ANY SHADOW REALMS SANCTIONED EVENT, OR BETWEEN GAME INTERACTION. Individuals found to have engaged in conduct constituting harassment may be subject to disciplinary action, up to and including banning. Shadow Realms will not tolerate harassment engaged by any participant.

Harassment defined:

The Human Rights Code defines “harassment” as meaning: engaging in a course of vexatious comment or conduct that is known, or ought reasonably to be known, to be unwelcome.

According to this definition of harassment more than one event, or a “course of vexatious comment or conduct” must take place for there to be a violation of the Code.

However, one incident could be significant or substantial enough to be interpreted as harassment. One incident could be interpreted by an individual as having an impact that is substantial enough to create a “poisoned environment”. A key element of harassment is the way in which an individual “perceives” the harassing incident.

Therefore, even if the comment or conduct was not intended to be harassment, it may be considered harassment if it has had the effect of unreasonably interfering with the participant's game or creating an intimidating, humiliating, hostile or offensive environment.

A few common examples of harassment may include, but are not limited to:

- making rude, degrading or offensive remarks, jokes or innuendoes;
- making gestures that seek to intimidate;
- displaying racist, sexist, derogatory or offensive pictures, graffiti or materials;
- unwelcome sexual advances or comments; and
- discrediting a person by spreading rumours about them, ridiculing them, humiliating them, calling into question their convictions or their private life.

Any behaviour that manifests itself in the form of conduct, verbal comments, actions or gestures that has a humiliating or abusive effect is considered inappropriate and will not be tolerated.

Complaint Procedure:

1. The participant is encouraged to indicate to the alleged harasser that the comment or behaviour is unwelcome, that it makes them feel uncomfortable and affects their gaming experience, and that the comments or behaviour must stop immediately.
2. If the comment(s) or behaviour persist, or the participant is unable to approach the alleged harasser, it is the responsibility of the participant to contact General Management.
3. Any harassment complaint may be outlined either verbally or in writing to one of the General Managers. It is recommended to do so in writing if possible for a better record.
4. The General Managers will advise both the complainant and the individual implicated in the complaint that an investigation has begun, done with sensitivity to the nature of the harassment. They may also recommend, where appropriate, interim action.
5. The General Managers will be responsible for investigating the specific complaint promptly.
6. The General Managers will summarize their findings and reach a recommendation for decision to the Owner. From there it shall be implemented.
7. A follow-up will be conducted by the General Managers within three (3) months after the investigation to ensure that the recommendations have been followed and that harassment has ceased.

It should be noted that Shadow Realms is limited in its capacity to investigate harassment claims. In situations where there is not enough information available, or not enough resources, a decision will be made based on a risk analysis of the complaint. Example: if there is a complaint of harassment for a sexist joke, General Management may warn the harasser and follow up later to make sure the harassment has ceased. However, if there is a complaint of aggravated sexual assault, the game cannot incur the risk of a predator at game, and so they shall be immediately banned.

SOCIAL MEDIA DECORUM POLICY

Shadow Realms hopes to promote an environment where all individuals can play and have positive interactions with other participants. In light of the development and permeation of Social Media (particularly Facebook) into the lives of participants and its effect on the LARP community, the following policy has been devised.

1. Shadow Realms recognizes that the interactions between players privately can hold a strong impact on their gaming experience. It is expected that participants at Shadow Realms treat each other with dignity and respect even between games or at non-sanctioned events, including on social media. However, all participants are treated as adults, and are expected to handle social interactions as such. This means that Shadow Realms recognizes its limitations in handling personal disagreements and typically will remain uninvolved.
2. Shadow Realms treats each person's Facebook Page, Tumblr, etc. as their own personal space. While it is open for public consumption, the final moderator on who is and is not allowed to comment/participate is up to the owner of the personal page. If a participant of Shadow Realms in control of a personal page requests for you to cease your interaction with them, you are expected to do so, just as you would any web page with moderators. We expect that participants respect one another's space. As moderator to your own page, if someone is continuing to post after being asked to stop, we recommend blocking them from your wall or from that thread. Beyond that, if the individual continues to contact you, they are harassing you. Please advise General Management.
3. Shadow Realms understands that personal pages are also open for public consumption, meaning that they must follow the Human Rights Code as described in the Harassment Policy.
4. Shadow Realms leaves it open for participants to bring forward concerns to General Management regarding personal interactions, but will only intervene if it relates to the above. Disagreements, personality clashes, etc. are not within the purview of Shadow Realms to police. However, harassment or Human Rights violations we wish to be communicated to about.

Recommendations:

Shadow Realms, after some consideration, has recommendations for its participants. These are not recommendations that will be enforced, but we believe will help foster a positive LARP environment if followed.

1. Remember that you do not need to be friends with every LARPer you encounter. We are all different and do not have to all get along or even agree. Do not take offense if someone does not "Friend" or "Follow" you on social media.

2. If you do not get along with someone, do not Follow or Friend them on social media. If you already have, feel free to Unfriend or Unfollow them: this is within your power and agency to do at any time for any reason.
3. Be reminded that online debates tend to end negatively. Proceed with caution, especially if you are interjecting onto someone else's personal Wall or Page. Ask yourself first: does this person likely want to debate this issue? And am I the one who needs to debate it with them? And is this public forum the best means to do so? The answers to those questions should help you decide whether or not to pursue an argument, and help you frame your posts if you decide to comment in a way that is sensitive and productive.
4. We don't have to all agree with each other, but we do all need to treat each other politely and with dignity. If you are unable to treat one another as friends, perhaps treat one another like you would a co-worker, or family member you do not see often.
5. If the above is not possible, we recommend creating a LARP only account on Facebook or Tumblr so that you are able to interact with your fellow players in a capacity related to that which you all have in common.