

Gisido, LLC

Gisido LARP Conduct Agreement

1. Introduction

- a.** This Code of Conduct is intended to serve as a guide to improve participants' experience, and protect members of Gisido, LLC's (Gisido) community. While this document does not cover every possible situation, Gisido's hope is that it provides a structure for its community, and ensures the safety and wellbeing of its participants. By attending Gisido functions, or engaging within the Gisido, LLC community, participants acknowledge and agree to adhere to the terms of this document.

2. Behavioral Requirements

- a. Respect for Others**
 - i.** Attendees must treat all participants with kindness, respect, and empathy.
 - 1.** Argumentative and disruptive behavior disrupts the welcoming and inclusive atmosphere of the community and the immersive nature of events, and will not be tolerated.
 - ii.** Discriminatory language or behavior based on race, ethnicity, gender, sexual orientation, religion, ability, or other characteristics will not be tolerated.
 - 1.** Avoid stereotyping or marginalizing individuals based upon their identities or experiences.
- b. Consent & Boundaries**
 - i.** Obtain explicit consent before engaging in any physical role-play interactions with others.
 - ii.** Respect personal boundaries and physical autonomy.
 - 1.** Cease activity immediately if others express discomfort or withdraw consent.
 - iii.** Players wishing to avoid In-Game physical combat may make use of Non-Combatant mechanics as described in the Player Handbook.
- c. In-Game and Out-of-Game Differentiation**
 - i.** Maintain a clear distinction between in-game actions and out-of-game interactions.
 - ii.** Refrain from allowing in-game conflicts to escalate or "Bleed" into out-of-game conflicts.
- d. Conflict Resolution**
 - i.** Seek mediation or assistance from Event Organizers or Player Representative staff if conflicts cannot be resolved directly.
 - ii.** Refrain from engaging in aggressive or confrontational behavior during conflict resolution processes, or in community spaces.
- e. Online Communications**
 - i.** Staff may not facilitate role-play or other in-game activities through private messages.
 - ii.** Participants are encouraged to contact Staff via designated email addresses.

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- iii.** Participants are reminded that private message systems are used at-will by Staff and are not to be abused for the sake of convenience.
 - 1.** Behaviors exhibited in Gisido-oriented discussions shall be subject to the terms of this document.

3. Immersive Requirements

- a.** Participation Requirement
 - i.** Attendees of Gisido, LLC functions must portray a character or other in-game role via reasonably-appropriate behavior therefore, and through the appropriate visual representation thereof.
 - ii.** Spectators and guests may be asked to vacate for lack of compliance.
- b.** Aesthetic Requirement
 - i.** Attendees agree to abide by Gisido LLC's aesthetic guidelines concerning garb, character racial representations, and equipment.
- c.** Role-Play Requirement
 - i.** Attendees agree to maintain an in-game atmosphere during active events, by interacting with others and their environment as the character(s) they portray.

4. Gameplay Requirements

- a.** Safety
 - i.** Attendees must prioritize safety in all LARP activities, and avoid actions which may cause harm to themselves, others, or the belongings thereof.
 - ii.** Attendees agree to follow safety guidelines and instructions provided by Event Organizers, equipment safety officials, and Medics.
- b.** Cheating
 - i.** Participants agree to maintain a fair and equal LARP by adhering to the rules and mechanical functions of the LARP.
 - ii.** Activities that can be considered cheating include, but are not limited to, disregarding accrued damage or effects, using items that do not exist on one's person, or deliberately seeking and misusing Out-of-Game information (e.g, "meta gaming").
 - iii.** Participants are welcomed and encouraged to seek clarifications for rules and mechanics from appointed Rules GMs and Staff as they may find necessary.
- c.** Conflicts of Interest
 - i.** Participants may not portray multiple characters which interact in such a manner that benefits either character.
 - 1.** Sharing of wealth, items, abilities, effects, social promotion, or other benefits between characters portrayed by one individual will not be tolerated.

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- ii.** All participants must be afforded equal access to activities, plot, and opportunities for engagement.
 - 1.** Staff may not show favorable preference toward themselves or others while performing their duties.
 - 2.** Staff should defer significant tasks relating to those they have direct relationships with—or those which relate to their own character—to neutral parties where possible.
- iii.** Participants must respect Staff and volunteers.
 - 1.** Designated Staff and safety officials hold the power to make decisions in their respective fields, and participants are expected to accept their rulings on such matters.

5. Physical Interactions

- a.** Assault
 - i.** Physical Aggression
 - 1.** Acts of physical aggression are prohibited at Gisido, LLC events.
- b.** Harassment
 - i.** Acts of harassment—sexual or otherwise—are prohibited at Gisido, LLC events.
- c.** Sexual Interactions
 - i.** Sexual activities are prohibited at Gisido, LLC events.
 - 1.** Attendees may not engage in sexual activity at Gisido, LLC events and their venues, and the sharing of beds is prohibited.
 - 2.** Matters concerning sexual assaults and similar sexual misconduct will be escalated to local authorities.

6. Substances

- a.** Participants must abide by the substance policies of any venue hosting Gisido, LLC events.
- b.** Drugs
 - i.** The recreational consumption of drugs is prohibited at Gisido, LLC events.
 - ii.** Participants with a medical requirement for substances such as marijuana must keep a copy of their prescription card on their person at all times.
 - 1.** Consumption of an intoxicating substance bars the consumer from participating in combat activities for the remainder of the day or no less than four hours (whichever is greater).
 - 2.** Consumers must meet local legal qualifications for consumption.

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c. Alcohol

- i.** The consumption of alcohol is prohibited at Gisido, LLC events, unless its allowance is explicitly detailed in the official event listing on the Gisido, LLC website.
 - 1.** The use of wine or similar substances in cooking applications is acceptable.
 - 2.** Allowed consumption of intoxicating substances bars the consumer from participating in combat activities for the remainder of the day or no less than four hours (whichever is greater).
 - a.** Consumers must meet local legal qualifications for consumption.

d. Tobacco & Vapes

- i.** Tobacco and Vape products may only be used outdoors and no less than 10 feet from doorways.
- ii.** Where applicable, butts must be field-stripped and disposed of in appropriate fireproof receptacles.
- iii.** Consumers must meet local legal qualifications for consumption.

7. Reporting Violations

- a.** To minimize the impact of inappropriate behaviors and settle matters promptly, thereby protecting one's self, fellow participants, and the LARP at large from further difficulties, violations should be reported promptly to Event Staff or designated Player Representatives.
 - i.** Player Representatives shall be identified during pre-game briefings, and may also be contacted at gisidolarp.help@gmail.com
 - 1.** The Player Representative Team is tasked with aiding in conflict resolution and forwarding concerns, suggestions, and feedback anonymously to Staff.
 - 2.** No one is above accountability; should a Director or Player Representative behave in a manner inconsistent with this Code of Conduct, participants are encouraged to contact another Director or Player Representative.

8. Repercussions for Violations

- a.** Severe or repeated infractions will result in an immediate ban, and, when appropriate, information may be forwarded to local law enforcement.
- b.** More mild violations are generally addressed on a "Three-Strike" basis, with the severity of punitive measures reflecting either repetitive offenses, or more severe infractions.
 - i.** The severity of an infraction may be determined at the discretion of the presiding Event Staff.
 - ii.** Violations will be documented by Staff for future reference when addressing potential future infractions.

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- iii.** Under this system, the first minor infraction is likely to be met with a verbal or written warning. This warning highlights the measure being violated, in what way the behavior is deemed inappropriate, and means by which the offending participant may improve going forward.
 - 1.** Moderate severity infractions generally warrant a written memorandum serving a similar purpose as the written or verbal warning. In addition however, the participant is suspended from participating in Gisido, LLC events for no less than three months.
 - 2.** Severe infractions are generally met with an immediate ban from participation in further events.
 - iv.** Local authorities will be contacted to investigate and address claims of illegal activities, assaults, or other, similar misconduct.
 - 1.** Such misconduct may include but is not limited to allegations of sexual misconduct, assault, or the abuse of illegal substances.
 - v.** Participants who receive punitive action may petition the Chapter for a review and appeal of their punishment.
- c.** Gisido, LLC's Director(s) and appointed staff hold the authority to make judgements and determinations concerning participant conduct, particularly in matters which may not be described within the terms of this document or others published by Gisido, LLC.