

LEGACIES LARP

ANTI-BULLYING AND HARRASSMENT POLICY



Introduction

Legacies LARP is committed to providing a roleplay environment free from bullying and harassment. We strive to ensure that all staff and players are treated and treat others with dignity and respect. This policy covers bullying or harassment which occurs on-site during Legacies sponsored events and between event interactions online using any Legacies owned or maintained media platforms such as the Legacies Website Forum, Facebook Page, or Discord server. This policy applies to all players new and old and all staff including the Executive Officers, Heads of Committees and Referees.

What is harassment?

Harassment is any unwanted conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident can amount to harassment. A person may be harassed even if they were not the intended "target". Harassment also includes treating someone less favorably because they have submitted or refused to submit to such behavior in the past. It is unlawful under the Equality Act 2010 to harass a person because of their age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, color, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. It also includes conduct of a sexual nature (sexual harassment). Harassment is unacceptable even if it does not fall within any of these categories.

Examples of harassment include, but are not limited to:

- Unwanted physical conduct including touching, pinching, pushing or grabbing;
- Unwelcome sexual advances or suggestive behavior;
- Offensive emails, text messages or social media content or the display of offensive materials;
- Unwanted jokes, banter, mocking, mimicking, or belittling a person.

What is bullying?

Bullying is offensive, intimidating, malicious or insulting behavior, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Bullying can include the use of personal strength or the power to coerce through fear or intimidation, not necessarily from someone in a position of authority.

Bullying may be physical, verbal or non-verbal. It can include conduct that is not face-to-face, including via text message, email and social media. Examples of bullying include:

- Physical or psychological threats;
- Overbearing and intimidating levels of supervision;
- Inappropriate derogatory remarks about a person or their performance;
- Shouting at staff;
- Persistently picking on people in front of others or in private;
- Blocking promotion and training opportunities;
- Setting a person up to fail by overloading them with work or setting impossible deadlines;
- Regularly making the same person the butt of jokes;



Legitimate and reasonable criticism of a player's behavior or reasonable management instructions or corrections, do not amount to bullying.

Breaches of this Policy

Bullying and harassment are not tolerated in our game environment and all players are required to treat each other, along with State Park staff, outside civilians, and visitors, with dignity and respect.

Breaches of this policy will be dealt with in accordance with our disciplinary procedures. Serious cases of bullying or harassment may amount to gross misconduct resulting in temporary or permanent suspension from future Legacies events.

Players or staff members who make complaints or who participate in good faith in any investigation must not suffer any form of retaliation or victimization as a result. However, making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our disciplinary procedures. Anyone found to have retaliated against or victimized someone in this way will be subject to disciplinary action under our disciplinary procedures.

If you believe you are being Harassed or Bullied

If you believe you are being harassed or bullied, you may wish to raise the problem informally with the person responsible. Explain the situation and how it has made you feel. It can be helpful to describe the event, so the other person is clear about your concerns. Use the opportunity to ask the person to change or stop their behavior. Alternatively, you may speak to the Player Advocate who can provide confidential advice and assistance in resolving the issue formally or informally.

If you do not feel that informal steps are appropriate, or they have been unsuccessful, you should raise the matter formally under our grievance procedures by submitting a formal Incident Report. All complaints will be investigated with our grievance procedures.

If we consider that there is sufficient evidence to suggest you have been harassed or bullied, we will consider the appropriate action to take. If the person accused is a staff member, this may include invoking our disciplinary procedures and removal from their game position. Whether or not your complaint is upheld, we will consider how best to manage any ongoing working relationship between you and the person concerned during Legacies events.

