

BEHAVIOURAL GUIDELINES POLICY

INTRODUCTION

To ensure a positive experience for everyone, we ask participants to adhere to the following behavioural guidelines. These are designed to foster a safe, respectful and inclusive environment for all players, staff and volunteers.

This policy is applicable to all Menhirs Fate events and all official virtual platforms. All participants are expected to take full responsibility for their own behaviour, whilst adhering to the rules and policies that are established by Menhirs Fate.

RESPECT AND INCLUSION

Respect All Participants

Treat all players, staff and volunteers with kindness and respect in all out-of-character (OOC) interactions. Harassment, bullying and discrimination will not be tolerated at our events in any form. Examples of unacceptable behaviour include, but are not limited to:

- **Verbal Abuse:** Insulting, shouting at, or belittling others;
- **Exclusionary Behaviour:** Intentionally excluding someone from a group/activity based on their identity, such as race, gender, or sexual orientation;
- **Spreading Rumours:** Gossiping or sharing false information about someone to damage their reputation outside of the game's narrative;
- **Physical Intimidation:** Using size, proximity, or aggressive postures to intimidate another participant in non-role-playing situations;
- **Physical Abuse:** Any form of physical violence or abuse is a criminal offense and will be dealt with according to the law. This includes, but is not limited to, hitting, shoving, or other form of physical harm or common assault*;
- **Unwanted Physical Contact (in-character and out-of-character):** Touching someone without their explicit consent, including during event preparation or downtime;
- **Mocking or Demeaning Comments:** Making fun of someone's real-world appearance, abilities, or personal characteristics outside of character context;
- **Deliberate Misgendering:** Refusing to use a person's correct name/pronouns in OOC interactions, despite being informed of them;
- **Sexual Harassment (in-character and out-of-character):** Making inappropriate sexual comments, advances, or jokes in any setting;
- **Arguing with Volunteers/Staff:** Participants must respect the decisions of referees and other staff members during our events. While asking for rules clarifications/reconsideration is acceptable, you must not attempt to engage in debate about their decision once it is final, especially if it is a matter of safety

These examples are meant to provide clarity on behaviours that are not acceptable interactions within our community. All participants are expected to uphold these standards to ensure a safe and welcoming environment for everyone.

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*In the LARP community, it is understood that accidents can occur during in-character combat situations, much like in any sport, due to the sometimes physical nature of the game. Menhirs Fate will take appropriate action to ensure fair play and safe combat, addressing any incidents promptly. However, any behaviour that constitutes actual physical abuse will be treated as a serious violation and the player responsible may be asked to leave the site immediately and may be excluded from future events.

Inclusivity

Menhirs Fate is committed to inclusivity. Discrimination based on race, gender, sexual orientation, religion, nationality, disability or any other characteristic is strictly prohibited.

For more guidance on Inclusivity, please refer to Inclusivity Policy.

Consent

Physical contact

Consent must be obtained before initiating physical contact such as stage fighting and you must have a referee present. Larp weapon combat is not included in this but checking in with other players beforehand is encouraged especially around physical contact to make sure that you both are safe or find an alternate solution such as staying with roleplay that does not make contact. Grappling is not allowed and things such as stage fighting are not allowed on battlefields or during larp weapon combat.

Menhirs Fate is not designed to be a PVP game and as such we expect larp combat between participants to be rare. You must check in, verbally or non-verbally, before escalating a contentious situation into combat.

Roleplay

Checking in with people around contentious roleplay is good practice. It is possible that actions will generate negative consequences and interactions IC for various parties and people should watch for bleed. (Bleed is when emotions bleed over between player or character, in either direction)

Rivalries may occur as a result of play and if this is affecting either party then they should check in and communicate boundaries. This may involve players on both sides discontinuing a line of play or deciding to de-escalate. When engaging in such long running rivalries, conflicts or consistent between characters, you must regularly check in, especially as the aggressor

This policy does not allow people an escape should they choose to initiate contentious roleplay and must not be used to escape reprisal if they choose to engage with other players and create situations that cause negative IC reactions. This includes playing characters with deliberately IC unorthodox views and political agendas and the actions resulting from these. If you choose to do so then you should expect pushback and not use this policy to negate that pushback

Please remember that the people around you may have been affected by issues you want to play out in game. Checking in with other players beforehand is encouraged and subtly going OOC to do this is not immersion breaking.

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SAFETY

Physical Safety

Follow all safety guidelines provided during our events. This includes the safe use of props, adherence to combat rules and weapons safety, and respect for personal space. Weapons must be LARP-safe and used responsibly in order to avoid injuries.

Security

The rules surrounding IC theft are outlined in the rulebook. Participants are not to enter closed tents or private spaces.

Emotional Safety

Be mindful of the emotional well-being of others. Use the OOC signal to address any concerns.

Reporting Issues

If you experience or witness any form of harassment, discrimination or unsafe behaviour, report it immediately to a staff member or volunteer, who will then escalate it to the appropriate team.

Reports of conduct breaches can also be made during downtime via:

conduct@menhirsfate.com. Participants are encouraged to report concerns as soon as possible to ensure prompt action.

INTEGRITY

Fair Play

Abide by the rules of Menhirs Fate and maintain the integrity of the LARP experience. Cheating and metagaming (using out-of-character knowledge for in-character advantage) are prohibited. Anyone found to be cheating will be subject to investigation and possible lifetime ban.

In-Character (IC) and Out-Of-Character (OOO) Distinctions

Bathrooms and the entrance area to them and the trader area are designated out-of-character (OOO) spaces. Please respect these boundaries to avoid confusion.

You must not engage in behaviour such as trading and using your skills in an OC area.

You should remain IC within the IC area unless the situation requires an OC interaction.

Examples of this are: requesting consent for an action, Safety calls and asserting boundaries

Roleplaying Etiquette

Maintain a clear distinction between in-character (IC) and out-of-character (OOO) interactions. If you do need to go out of character please make other participants aware with the phrase out of character. Please remain in character while in the IN CHARACTER (IC) area within game time and respect that character immersion is a key part of everyone's experience. Remember that in-character actions and emotions are part of the game and should not affect out--of-character

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relationships.

We intend to expand on this in future

Conflict Resolution

If a scene becomes too intense, take a step back and communicate with involved parties to ensure understanding and safety. Use designated OOC signals (hand in air or verbal signal) to pause or resolve appropriate conflicts, e.g. IC/OOC bleed.

If a scene becomes too intense, you can go out-of-character to communicate your boundaries. You can request a scene ends, or that the intensity be scaled down. Requests of this nature must be responded to immediately. You should not engage in conflict with people where there is OOC animosity, and you should end a scene if you feel your OOC emotions affecting your judgement. If you regularly engage in IC conflict with a character, you should periodically check in. We encourage participants to assume the best faith of each other, but if you believe a participant is not following the rules around conflict you should report this to the appropriate volunteer or staff member.

ADDITIONAL GUIDELINES

Identification

Character Passport - following character creation and a purchase of a ticket; a character passport print out will be supplied to players. This will contain information about the player character and can be used as a reference, both IC and OOC. This should be kept with the player at all times.

Prohibited Items

Real weapons (not including cutlery, tools and other reasonable items), illegal drugs and unapproved pyrotechnics are not allowed at Menhirs Fate events. Violations can result in immediate expulsion and potential exclusion from future events - particularly because, as well as being a potential crime, violations risk jeopardising our events, affecting participant confidence and damaging Menhirs Fate's public image. They may also constitute criminal acts.

Animals

No animals are permitted at Menhirs Face except for assistance animals. Please refer to our Accessibility Policy for more information.

Language and Conduct

Profanity is not restricted, except for when it violates our policies. We do not tolerate slurs towards any group nor abusive language. Players are encouraged to be mindful of their language around children and young people.

Costume and Kit

All participants must wear in-character (IC) costume during 'time in' and whilst in in-character (IC) areas. Avoid modern items on your kit and around your in-character camp. Best efforts

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should be made to cover items or furniture that are not setting appropriate. Avoid criticising others' kit and raise any legitimate concerns with a member of staff or an appropriate volunteer.

If you have concerns about another participant's kit, raise these respectfully with staff or an appropriate volunteer, rather than addressing the individual directly.

Racist/Political symbols

Symbols that represent real-world racism or prejudice must not be brought to events. This includes the Swastika and any symbols that derive from it. The Valknut is another symbol that is frequently used by racist and while we appreciate that it is used by non racist pagans it must not be used for kit at the event.

Costume or makeup that is associated with racism and racist caricature, such as blackface, is not allowed at events.

Special Requirements

Participants who need to wear Items such those needed as accessibility aids, medical supports or for ooc religious practices are encouraged to do so. There is no requirement to make these seem IC, though participants are welcome to.

Sexual Assault, Abuse and Harrassment

Non-consensual sex of any kind is not part of our game. Any reference to any form of sexual abuse or violence will be met with an investigation and possible lifetime ban.

It is vital that all participants feel safe and respected. Any form of harassment, including sexual harassment, is strictly prohibited. We encourage anyone who experiences such behaviour to promptly report it so that appropriate action can be taken.

It is not acceptable to justify any of the following inappropriate behaviours as "roleplaying from my character" If there is any behaviour that involves conversation or physical contact in a manner that may be sexual or intimate then it is extremely important to not do so in a way that causes the recipient to feel uncomfortable out of character.

Unacceptable behaviours include (and are not limited to):

- Making sexual jokes, comments, or innuendos that make others uncomfortable;
- Uninvited physical contact, such as touching or grabbing, with a sexual undertone;
- Intruding on someone's personal space in an unwelcome or persistent manner;
- Persistently asking someone to interact out-of-character after they have declined;
- Using roleplay as an excuse for behaviour that would be inappropriate in any other context

It is important to note that participants of any gender can experience harassment, and perpetrators can be players, or volunteer/staff members within any role. Everyone is expected to ensure that their in-character (IC) actions do not create out-of-character (OOC) discomfort for

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other participants.

Menhirs Fate does not permit the following themes in any form

- Non-consensual sexual activity
- Sex involving minors
- Eugenics
- Colonialism
- Domestic abuse
- Racism

While our stories may explore challenging themes, these specific topics are strictly off-limits.

This policy reflects our commitment to creating an environment where all participants can enjoy the game without fear of harm or distress.

This is a current list but may be updated in future should we find people pursuing other themes that are not appropriate for Menhirs Fate. We will resolve this by talking to anyone involved and help them move away from themes that are not appropriate to the game.

CONSEQUENCES

Violation of Guidelines

Any participant found violating these guidelines may face consequences, such as verbal warnings and/or strikes, suspension from events, or permanent removal from the Menhirs Fate community.

In cases of severe misconduct, including physical violence or other illegal activities, the authorities may be involved to ensure the safety of all participants.

If you believe that another participant has breached any of these behavioural guidelines, Menhirs Fate encourages you to let a member of staff or a volunteer know.

While at an event you may contact the customer service desk in the OC area who will be able to escalate to a member of the conduct team. Other members of staff within the field may have radios such as Nation support however we recommend that in the IC field people go to the Guild tents in the centre of the field as they are more likely to be in the same space and easier to access. The Bankers guild in particular is an administrative area that will have radio access.

Between events players may use conduct@menhirsfate.com to reach out. Messages should be addressed to the conduct team

Appeal Process

Participants have the right to appeal any disciplinary action. Appeals should be submitted in writing within 30 days of the incident.

CONCLUSION

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By participating with Menhirs Fate, you agree to uphold these behavioural guidelines. Together, we can create a safe, respectful and immersive environment for everyone. Thank you for your commitment to making Menhirs Fate a welcoming and enjoyable experience for all.

For any questions or concerns regarding this policy, please get in touch with us as soon as possible to allow for timely support and resolution, via: contact@menhirsfate.com.