

INCLUSIVITY POLICY

PURPOSE

Menhirs Fate is committed to fostering an inclusive, respectful and welcoming environment for all participants. We strive to ensure that every player can fully enjoy and engage in the game, free from discrimination, harassment, or exclusion based on real-world characteristics.

CORE PRINCIPLES

- **Equality and Fairness:** We are dedicated to treating every participant with fairness and respect. Discrimination based on age, gender, gender identity, sexual orientation, race, nationality, ethnicity, religion, disability, marital status, or any other personal attribute is strictly prohibited.
- **Respectful Behaviour and Communication:**
 - **In-Game vs. Out-of-Game:** While Menhirs Fate may involve in-character conflict and adult themes, it is never acceptable to insult or discriminate against another participant based on their real-world identity. Out-of-character discrimination, harassment, or exclusion is unacceptable and will be met with appropriate action.
 - **Language:** Participants should use inclusive language that reflects the diverse identity of all players. Avoid gendered or exclusionary terms when addressing groups or individuals. Mistakes can happen, but a concerted effort to use appropriate language improves the experience for everyone.
- **Identity and Pronouns:** We recognise and respect each participant's identity and pronouns. Everyone is encouraged to share their pronouns, and all participants are expected to honor them. Misgendering, whether intentional or accidental, should be corrected with an apology.
- **Inclusive Representation:** Creativity in character creation is encouraged, but participants must avoid cultural appropriation or harmful stereotypes. We will list these on nation look and feel briefs however there may be elements that we miss and we encourage participants to investigate their costume especially if using something that is not directly listed on the look and feel brief. Characters must not exhibit real-world prejudices, such as racism or sexism, within the game setting.

PARTICIPATION GUIDELINES

- **Zero Tolerance for Discrimination and Harassment:** Discrimination, harassment, or exclusionary practices are not tolerated at Menhirs Fate events. This includes verbal abuse, unwanted physical contact, and any behaviour that contributes to a hostile environment. This policy extends to all participants, including players, staff and crew.

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- **Sexual Harassment:** Unwelcome sexual behaviour, whether verbal or physical, is strictly prohibited. This includes, but is not limited to:
 - Unwanted sexual jokes, teasing, or innuendo;
 - Unwanted touching or repeated, unwanted requests for socialisation; and
 - Using in-character justifications for behaviour that would be inappropriate out-of-character.

If a participant experiences or witnesses sexual harassment, they should report it immediately to a staff member. All reports will be taken seriously and addressed promptly.

- **Inclusive and Accessible Spaces:** We are committed to making Menhirs Fate accessible to everyone. This includes providing gender-neutral and accessible facilities wherever possible. We will work with venues, businesses and consultants to ensure all participants can fully participate in the event. For more information regarding accessibility, please refer to our Accessibility Policy.
- **Online Behaviour:** The principles of inclusivity and respect extend to all online spaces related to Menhirs Fate. Harassment or discriminatory behaviour online is treated with the same seriousness as in-person incidents. Violations of this policy in online forums or social media may result in bans from online forums or from future events.

SUPPLIER/TRADER/CATERER INCLUSIVITY

Menhirs Fate's commitments extend to all suppliers, traders, caterers and other service providers we engage with.

- **Supplier Assessment:** We endeavour to collect and review information from our suppliers to ensure they adhere to the inclusivity standards of Menhirs Fate. This evaluation will be part of our supplier selection process, ensuring that those we work with share our commitment to creating a welcoming and inclusive environment.
- **Hygiene and Dietary Requirements:** To be inclusive of participants with dietary requirements, all caterers and food suppliers must adhere to strict hygiene standards. This includes proper handling, preparation and serving practices to prevent cross-contamination and to accommodate various dietary needs, such as allergies, intolerances, and preferences. Suppliers must indicate their compliance with these standards as part of their evaluation.
- **Ongoing Compliance:** Suppliers who fail to meet our inclusivity or hygiene standards will be required to make improvements or risk being excluded from future events. We believe that working with partners who align with our values is essential to the overall success of our events.

REPORTING AND ADDRESSING CONCERNS

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- **COMPLAINTS PROCESS:** Participants are encouraged to report any behaviour that violates this policy to a staff member. All complaints will be handled with confidentiality and seriousness. We operate against our strike-based system for most infractions, with more severe or repeated violations potentially resulting in permanent exclusion from our events.
- **BEHAVIOURAL GUIDELINES POLICY REFERENCE:** All participants are encouraged to familiarise themselves with the Menhirs Fate Behavioural Guidelines Policy, which provides detailed guidelines on expected conduct and the process for reporting and addressing any issues that arise during events. The Behavioural Guidelines Policy is an essential companion to this Inclusivity Policy, ensuring a safe and welcoming environment for everyone.

CONTINUOUS IMPROVEMENT

The Menhirs Fate Inclusivity Policy is reviewed annually to ensure it remains effective and relevant. Each year, a dedicated section of this review focuses on:

- **Evaluation of Past Infractions:** We assess any infractions or incidents reported over the past year, reviewing how they were handled and identifying any patterns or areas for improvement.
- **Ongoing Commitment:** We examine ongoing initiatives and commitments to inclusivity, ensuring they are being met and adapting strategies as necessary to enhance their effectiveness.
- **Participant Feedback:** We incorporate feedback from participants and staff to refine our approach to inclusivity, ensuring that our policies and practices continue to foster a respectful and welcoming environment for all.

This review process helps us to maintain our commitment to inclusivity and ensures that we are continually evolving and improving in our efforts to create a safe and supportive environment for everyone involved in Menhirs Fate.

Date of Last Review: 03/09/2024