

# Conduct

## Code of Conduct

By attending any MGS event, you agree to abide by the following code of conduct, in line with our interpretation and implementation of it.

You must not:

- Discriminate against others, or use derogatory or bigoted language based on out-of-character attributes including:
  - Age
  - Body type and physical appearance
  - Dietary requirements and choices
  - Disability or neurodiversity
  - Gender Identity or Biological Sex
  - Nationality or Ethnicity
  - Parental status
  - Political views
  - Religion or belief
  - Sexuality
  - Social or economic class or employment status
- Instigate or propagate rumours based around individuals at our events or pertaining to any of the out-of-character attributes detailed above.
- Verbally, physically, or sexually harass other participants at any point over the course of the event, or online (e.g., social media).
- Become so drunk or intoxicated that you are unable to roleplay safely or conduct yourself in an appropriate manner.
- Smoke or vape in an inconsiderate manner.
- Use illegal or recreational substances, unless prescribed by a healthcare professional (with documented proof).
- Purposefully photograph participants who have indicated that they do not wish to be photographed or refuse to remove photographs from the public domain at the request of those depicted.
- Film any portion of the event or operate a drone or similar remote-controlled equipment without explicit permission.
- Interfere with another participant's belongings without express permission from the owner, outside of the remit of any in-game rules or mechanics.
- Attempt to shrug off responsibility for your actions. Experiencing heightened emotions or responses such as: "I was only joking", "I was just being in character", "I was drunk" is not an acceptable excuse or justification for unacceptable behaviour.

MGS takes reports of breaches in conduct very seriously. Depending on the severity of the incident and the outcome of the investigation, sanctions may be in effect for all games and events run by MGS. In serious incidents, legal action may be taken.

If you break this policy, we can:

- Discuss the situation with you,
- Give you a warning,
- Impose temporary sanctions whilst an investigation is ongoing,
- Ban you from attending future events.
- Ask you to leave the event.
- Take legal action if the situation is sufficiently serious.

## Assault

The Criminal Justice Act 1988 defines assault as ‘any act (and not mere omission to act) by which a person intentionally or recklessly causes another to suffer or apprehend immediate unlawful violence’ (cps.gov.uk, 2020).

For the purposes of this document, we will go into separate detail regarding physical assault, sexual assault and harassment.

## Physical Assault

The game rules do not have the option for fighting hand-to-hand, therefore mutual consent for roleplayed fights is required. Without this consent, it is classed as assault. Depending on the severity of the incident and the wishes of the victim or victims involved, the case may be passed to the police.

## Sexual Assault & Harassment

We consider sexual assault and harassment to be entirely unacceptable, and we pledge to fully investigate any claims of sexual assault or harassment at one of our games in conjunction with the police.

Sexual harassment can generally be considered to be any single event or pattern of repeated and unwelcome sexual advances, in- or out-of-character, including but not restricted to:

- Sexual comments, teasing, jokes, or comments on appearance or behaviour.
- Creating an overly sexualised environment, for example by maintaining sexual conversations when individuals present have asked for the topic to be changed, or through displaying pornographic material outside of spaces in which all present have consented.
- Pressure for personal interaction with a sexual or romantic intent (e.g., grooming).
- Hugging, touching, groping, or any other unwanted physical contact.

It should be noted that sexual harassment can be perpetrated by a person or persons of any gender identity, against persons of any gender identity.

## Discrimination and Harassment based on Out-of-Character Attributes

Under the Equality Act 2010, it is not acceptable to discriminate against, harass or insult anybody based on the protected characteristics. However, we take this to mean any out-of-character attribute that they may possess. This includes, but is not limited to, the following characteristics:

- Age
- Body type and physical appearance
- Dietary requirements and choices
- Disability or neurodiversity
- Gender Identity or Biological Sex
- Nationality or Ethnicity
- Parental status
- Political views
- Religion or belief
- Sexuality
- Social or economic class or employment status

Participants should note that the lore of a game world created by MGS may have certain prejudices between individuals or groups of people, and these can be played out in-character. Any such roleplay must stop immediately if someone explicitly states their discomfort and withdraws their consent to roleplay with such themes.

Out-of-character discrimination or harassment is unacceptable. This includes, but is not limited to:

- Ignoring any Non-Combat and Non-Contact sashes/emblems/badges used in a game, in relation to fighting and touch.
- Ignoring the wishes of others on personal space.
- Inappropriate behaviour that does not come under Discrimination or Assault.

## Pronouns

We expect participants to respect and use an individual's correct pronouns. We understand that honest mistakes can happen in this regard, but refusing to correct, or deliberately mis-gendering a person is unacceptable behaviour.

## Other kinds of Inappropriate Behaviour

Additionally, we consider the following to be unacceptable at our events; again, this is not to be considered an exhaustive list:



- Interfering with any participant’s mobility or sensory aids, such as moving a wheelchair without the explicit permission of its user.
- Entering an individual’s out-of-character room or tent without their explicit permission or refusing to leave an individual’s out-of-character room or tent after being asked.
- “Gender policing”, for example, by asking another participant to leave a bathroom area based on their perceived gender.