

One World By Night Code of Conduct

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One World By Night Code of Conduct

As a participant in the One World by Night network, you need to be aware of the rules and policies in place for the greater community that extends beyond your home chronicle. Here's our Code of Conduct and how to address conflicts.

Code of Conduct

These are the general expectations laid out by the One World by Night administration and are by no means exhaustive. There is no way to predict or anticipate every situation that may arise.

As participants within the One World By Night (OWBN) community, we agree to adhere to this Code, particularly during game sessions and when communicating with our fellow participants:

1. We are a group of adults and behave honestly and responsibly. We will use common sense and maturity when involved in OWBN matters.
2. We will make OWBN a safe and welcoming community. Harassment or discrimination of any type is not tolerated.
3. The spirit of the rules is more important to us than the letter of the rules.
4. We adhere to all applicable laws when involved in OWBN matters. The law always takes precedence over the bylaws and other binding documents, including the Code of Conduct. Actions during OWBN events that break the law may be grounds for OWBN disciplinary action as well as other appropriate legal action.
5. Our personal responsibilities always take precedence over OWBN matters. We understand our games are works of fantasy. If the line ever starts to blur, we must stop and speak with a staff member (either chronicle-level or the Executive Team), and take whatever time off is necessary from club events to put things back in proper perspective.
6. We are safe during all OWBN-related activities. For safety reasons, it is important to have the administrator (Storyteller, or Coordinator) check any props or accessories that may potentially be harmful to others or a violation of the game's house rules before using them at a game. Additionally, all physical contact must be consensual.

The Code of Conduct applies to all One World by Night events and games, as well as all online resources, including but not limited to blogs, wiki, email lists, forums, database support forms and social media outlets.

Other behavior and activities may also be prohibited or regulated, either in a chronicle's Code of Conduct / Disciplinary Policy or an OWBN communication list's code of conduct.

Personal Communications

OWBN also acknowledges the right of its members to express their opinion of the organization, its members, and its administrators, for good or ill, in their own private lives and on their own pages or forums. In these cases, OWBN asks the following:

- That elected officers and officers appointed by elected officers refrain from posting inflammatory or disparaging material about the organization, its administrators, or its members on any public forum, or unfiltered post;
- That individuals not engage in slander or spread misinformation about OWBN and its volunteers. OWBN promises to provide avenues through which genuine grievances are brought forth to those with the administrative power to remedy issues: local ST's, Coordinators, and the Executive Team.

Communications that can be seen as attacks against a fellow participant (either named or implied) may be seen as a violation of our Harrassment Policy.

Unofficial Community Spaces

One World by Night also acknowledges the right of its participants and member chronicles to create their own chat groups, email lists, and discussion forums to maintain player engagement, facilitate game administration, IC interaction, and to discuss matters pertinent to OWBN membership. OWBN asks the following of these groups:

- That the facilitators of these groups remain mindful of their page's affiliation with the organization, and maintain the spirit of its values. Facilitators are permitted and encouraged to reproduce the rules here as the governing code of conduct for their own lists;
- That the facilitators of such groups recognize that group names that include "One World By Night" or "OWBN" may be findable by prospective members and our business partners through web searches. OWBN asks that informal discussion groups take measures to protect our greater OWBN/LARP community. This is done by not including One World by Night/OWBN in their group name and/or making the group's posts visible to members only.

Anti-Harassment Policy

One World by Night is committed to providing participants with a social environment free from harassment that creates an intimidating, hostile, or offensive atmosphere. Engaging in any kind of harassment is prohibited.

Sexual harassment includes all unwelcome conduct of a sexual nature. Other derogatory or offensive comments or conduct, including those focused on race, gender or gender expression, religion, age, national origin, sexual orientation, color, or disability status, which create an intimidating, hostile, or offensive social environment, are also prohibited.

Unwelcome conduct is conduct which the member did not solicit or invite; which the member regards as undesirable or offensive; and which the member expresses to be offensive or undesirable to the individual acting in an offensive or undesirable manner.

This policy governs conduct among participants of One World by Night when in attendance at announced One World by Night functions, including but not limited to local chronicle games and event games.

One World by Night game sessions involve role playing situations where members portray characters in a dark, fictional world. Players may often encounter game situations in which characters are verbally abusive to other characters. It is acceptable for characters to verbally abuse other characters, but not for players to abuse other players. OWBN harassment policies always remain in force.

Additionally, physical contact between players is specifically limited to consensual touch, meaning that both parties must be willing participants in the contact. Players must be sure other participants are willing before engaging in physical contact.

Players shall not use their characters' words or actions as a pretext to justify harassment. Such behavior is unacceptable and constitutes grounds for disciplinary action. Be mature, look after your fellow members, have fun, and do not harass others.

OWBN participants must immediately tell harassers when their conduct is unwelcome. If they do not feel comfortable doing so on their own, they may ask a local staff member (storyteller or player representative) to do so on their behalf. Participants must immediately stop when they are told their conduct is unwelcome. Those who tell harassers their conduct is unwelcome are protected both by law and One World by Night policy from retaliation.

If other action is necessary, complaints of harassment must be reported to either the chronicle storyteller on scene or to the nearest storyteller. All such complaints will be promptly investigated. Investigation will be handled confidentially with limited information disseminated.

All reasonable efforts will be made to respect the confidentiality of both the complaining party and the accused. If it is determined that harassment occurred, One World by Night, either on a chronicle level or organization-wide level, will take immediate and appropriate action designed to end the harassment and prevent the misconduct from recurrence. Appropriate disciplinary action against the offender may range up to, and include, an OWBN-wide ban, depending on the severity of the conduct and the action required to prevent the harassment from recurrence.

Guidelines for Offering criticism

It is important for our participants to feel that they are able to offer feedback on how to improve our organization. We are aware that not everyone is familiar with how to offer criticism, so we are sharing the following as guidelines to facilitate healthy conversation among our participants. Constructive criticism follows five basic rules:

1. **Target the idea, not the person.** For example "This is a bad idea" rather than "Bob is a jerk." Be specific and focused.
2. **Try to start criticism statements with "I", such as "I feel" or "I think", rather than "Bob always does this crap."** Stating it as an opinion can help take the pressure off and make compromise easier to achieve.
3. **Talk about points of agreement.** No email needs to be entirely negative, and even a little positive feedback helps make a topic less inflammatory. It also gives a crucial way for the "other side" to save face. If you back someone into a corner, they won't back down. If you want a positive outcome, then let them also look good.
4. **Don't state your case repeatedly.** When a thread gets a lot of responses from the same few people, that's a sign that it's getting heated, the replies aren't being pondered for long, and the thread is likely in danger of being killed.
5. **State what you would like to see more of** in order to provide constructive feedback. Provide more commentary than just, "This is a terrible idea". You should also include, "I'd like to see it more like this".

Conflict resolution

Sometimes participants will disagree. If that disagreement creates issues beyond not seeing eye-to-eye or involves other people, the conflict must be addressed. This process must not be used for any behavior that is more appropriately handled via a disciplinary investigation.

The purpose of conflict resolution is to avoid an escalation of conflict behavior. One World by Night relies upon three fundamental principles in resolving conflicts:

1. All members deserve to be treated fairly.
2. All members must treat each other respectfully.
3. Conflicts can only be resolved when they are brought to the attention of everyone involved.

The following steps can help guide you through any interpersonal or organizational disputes between yourself and a fellow participant or administrator:

- A Cool Down Period
- Open Discussion
- Mediation

Cool Down Periods

In a game setting that is specifically designed to be dramatic, emotional responses are bound to occur. In tense situations between two or more participants, any of them may choose to call a Cool Down Period in order to allow the situation to de-escalate. If the disagreement happens on a chronicle level (either in game or on an chronicle communication list), a storyteller for that chronicle may also call a Cool Down Period. If the disagreement occurs on an OWBN-wide forum, that forum's moderator(s) may call for the Cool Down Period.

A participant may ask to "cool down" for him/herself only. Administrators (either chronicle storytellers or list moderators, as previously noted) may ask for it for the situation as a whole, to include as many members as the officer deems necessary. For very intense conflicts, this period may last up to 24 hours.

If the Cool Down Period occurs during role play, when the scene is resumed any player(s) still in need of time away from the conflict must turn over their character(s) to the storyteller for proxy. The presiding storyteller is empowered to determine when a scene will be resumed, and is responsible for ensuring the scene's resolution.

All participants must respect another participant's decision to remove themselves from an upsetting situation. Presiding administrators (storyteller and coordinator) must ensure that this option is not used in a way to gain unfair advantage.

Open Discussion

In this step, the affected participants should politely and respectfully let other involved parties know what is causing the conflict from their perspective. This conversation can be face-to-face, on the phone, or on Google Hangouts or other electronic medium. OWBN participants shall try to solve any interpersonal conflicts by open discussion if at all possible before involving administrators or other community participants.

Mediation

If open discussion between two participants in conflict is unable to resolve the conflict, mediation will be attempted. Mediation involves bringing in an agreed-upon third party to discuss the conflict with all of the affected parties. Informal involvement of a third party may resolve the conflict. In most situations, a local storyteller or player representative is sufficient. For situations that involve multiple chronicles, or a chronicle and a coordinator, a member of the Executive Team may serve as a mediator.

Failure of Conflict Resolution

It is possible that, despite the best efforts of all involved parties and the mediator, no suitable compromise or avenue of communication can be found to resolve a given conflict. In these cases, there are three options:

- If the matter involves a difference in perspective (does not pertain to altering rules calls), involved participants should agree to disagree and behave respectfully and professionally when OWBN interactions bring them into contact.
- If the disagreement involves a rules call, involved participants may petition the Executive Team to be a binding arbiter in lieu of taking the matter to Council. This option is only available if all parties agree (including the Executive Team).
- If the agreement involves a rules call and arbitration is not an option, the parties involved must bring forth the matter to Council for judgement. This can either be done by the participants' Council Member(s), or by a member of the Executive Team.

Restraining Orders, Injunctions and Similar Items

Storytellers should make it clear that One World by Night, either on a chronicle or organization level, is in no way involved with the enforcement of a restraining order or any other similar item. It is not our place to ask one party or the other to leave a site because of such, or prevent anyone from attending.

However, in the situation that a disruption to an event occurs, then the Head Storyteller has the discretion to address the issue. This may include removing participants from the event. Depending on the terms of the order, this may make it difficult or impossible for a participant to attend certain events. While regrettable, it is not our place as an organization to prevent or

resolve this. We suggest that members in such situations use appropriate professional legal services to resolve their legal issues.