

Response

This is reflection, mostly. A side of the story, with realisation, a wake up call. This is not to discredit Doggo. The truth is painful, it is regrettable.

Mobile Viewers: Images may come across blurry, there is unfortunately not much we can do about that.

Context

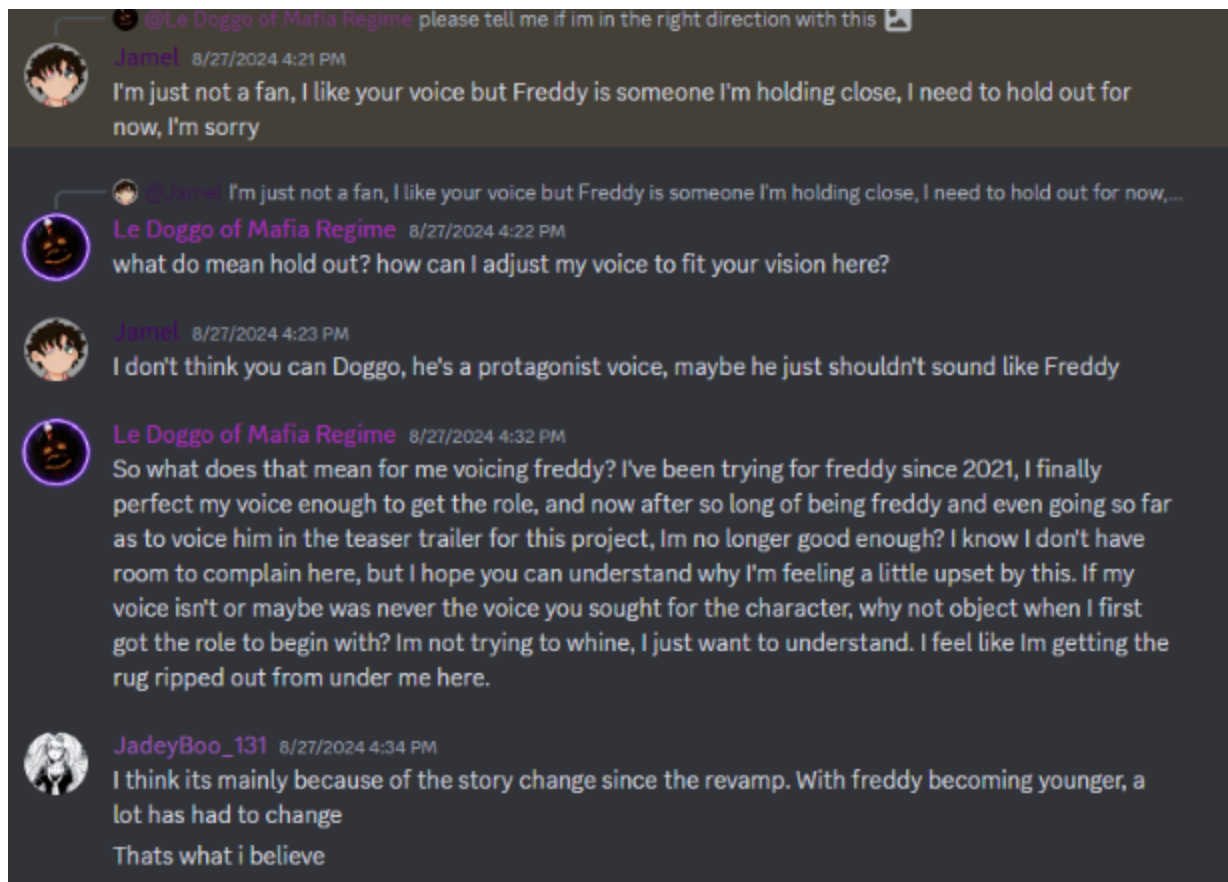
Doggo_Mafia (or just Doggo), was a Voice Actor for **FNAF World: The Resurrection**. Over the last few months, some decisions that regarded the vision for voice acting within the game went against him, which were not intended to be targeted. With new directors, the direction of the game shifted completely. Jamel had a different idea for Freddy's voice, which was the first incident that took place. Next, Bonnie ended up next for changes, which, as spoken about below, was managed poorly. Doggo also played Bonnie. Communication wasn't there and a change was being made without prior warning/notification. There was frustration on both sides. Both incidents were viewed differently from both sides and a big decision was made, without communication, to completely remove Doggo from the team due to how it was viewed at the top.

Time has passed since these issues, and now it's time to go over the incidents brought up in Doggo's document and be completely honest.

Transparency is important, especially in this situation. We're all human and make mistakes, it's time to own up to them.

Freddy Voice

As everyone is aware at this point, **FNAF World: The Resurrection** has been through many directors and has had many different team members who all have various visions and skills. Not long after the move to **Unreal Engine 5** is when the current Directors began looking at the game's direction and vision for pretty much everything, including the characters, as well as the story. This screenshot of communication did happen, Jamel felt that Freddy needed something completely different. What Jamel likely meant by "maybe he shouldn't sound like Freddy" is that FNAF World is different to normal FNAF, it's got a different tone and style, so the vision here is that the voices should reflect the art style as opposed to the gritty style the main FNAF games carry. The intention was for a slightly younger sounding Freddy. Yes, it would have sounded better if worded differently back when this occurred. *Later points though remind me that the voice may not have ended up this way, and now I question this decision entirely, and will require further review later.*



What comes after in the conversation, admittedly the wording was mishandled greatly. Something that, at the time, did not have much thought put to it. Whilst putting out that early development can change was fine, as all games go through these sorts of changes, the rest of the statement could have been a lot different to get the point across. There is no sense in beating around the bush.

Something that Doggo brought up is completely agreeable that VAs should come later on rather than sooner, however by the time Jamel took over as the owner, it was too late for that since the previous owner had already made that decision to cast voices, so the changes would eventually have been organised at some point, but should have been done when we actively need to look into voice work (*and done so much better than this*).

Discussions about the voice did in fact happen privately after this, and in retrospect should have been looked into longer. Then again, 2 of the 3 directors were fine with the direction the original Freddy voice was going in, and the discussion should have happened between Directors more thoroughly. *At the time, I felt that Jamel being the main Director meant that the decisions should be finalised by him, now I see that these decisions should be made as a group as opposed to allowing one person to dictate the whole process. This could have been avoided.*

Bonnie Voice

Of the two situations that occurred, this one was mismanaged most, there is no mistaking that. Communication was poor, heavy mistakes were made. One thing that needs to be said is that

this was not planned and the organisation was not there. *It would be wise to say that I'm personally not even sure how to talk about this, I didn't agree with the handling then, still don't and should have interjected sooner as it was happening.*

Honesty is important, there isn't any good in making cover ups or playing dumb, it's not the point of this response. The point is to admit the failures created, to learn from this and let the community decide.

Now is the time to speak on the worst thing that happened. The sudden removal. It can't be justified. Personally, it's hard to imagine why it happened as it did. The way things were viewed were completely different from both sides, but that doesn't make it okay. There is nothing to refute. Just mistakes that will always hang over the top. While it is true we tried to handle Resurrection professionally, this has taught me that now is the time to review the way things work and accordingly adjust. This is a fangame, and I lost sight of that in the passion, it's not just not good enough.

There was no intention to target Doggo in any sense, there was no grudge, no motivation behind it, nothing. Just a group of people mismanaging multiple incidents. A poor lack of communication.

Doggo. If you are reading this. I, Robot, am truly sorry. I hung back in a lot of situations where I shouldn't have. I lost sight that this was just a fangame, and I didn't step in where it was necessary, and the one time I did, it was too late. Reading through your document has opened my eyes to the poor handling and critical errors that have been made. I have high expectations for myself and it's clear I failed to meet them. I don't expect you to forgive and forget, the mistakes were made long ago and are irreversible.

To deflect or lie would be a disservice to the community. To twist a story is deceitful. I value honesty. Even when writing here, I've gone back over some places above and added additional comments, expressing how I feel now about certain things. I cannot allow myself to justify or use this response to lie. Just to share a side of the story, and show that we need to learn from this. I will not ask for forgiveness in any capacity, **I fully believe the community should be allowed to make their own conclusions and thoughts about this.**

Below, I have attached an extra section, to clear up the idea that this is commonplace. Doggo's matters were an isolated group of incidents that were mishandled.

Team Treatment

As it became clear that there could be some concern of team treatment, an announcement was put out to the Dev Server, asking for members to inform us about their treatment and if we can improve things so everyone is comfortable and we can be fully aware of faults. Below are all of the responses we received from our members as of this post. I will add my own comments in the section below this one regarding feedback presented.

This channel will become a permanent addition to the Dev Server as a way for members to have a way to send concerns, problems and general feedback for the way the

development process is handled. This is one part of our next steps for ensuring a healthy, fair and fun team environment for everyone.

This is the exact announcement I made, to be transparent.

 Robot-S131 02:08
@Developer @Voice Actors/Actresses A recent concern has arose. Now, I feel worried about the way people feel they are treated here. Whilst the goal is to 100% strive for a fair and fun environment, I now need to know if we are doing things right and how we can improve. I have created a channel to hear about this. I ask that you let us know if you feel you are being well treat. # team-feedback . This is not expected, it is completely optional, but it helps us understand the team mentality.

The responses follow (names covered up for anonymity where necessary):

 [redacted] 02:14
Heya, just wanted to let you know y'all are doing a good job with the environment here. Keep up the good work ^^

 [redacted] 02:13
I'll be honest, I've always felt really welcomed here, but I can only speak for myself

 [redacted] 02:17
I haven't been here long, admittedly, so I haven't been able to do any work or engage with everyone much yet. However, watching the dedicated, high quality work and general positive attitude that I see in here gives me hope that I'll enjoy my time here, as I have thus far.

 Snoopy 02:25
Im not a developer for the game, not even a voice actor, I only manage the discord server and the community to try and make it the best it can be. Despite this, I was warmly welcomed by Jamel, he offered encouraging words while I was an Admin, and we have become very close, he was even kind enough to invite me into the dev server. Even Robot, who I havent known for nearly as long as Jamel has made me feel welcome and appreciated. Ive connected with most if not all of the Directors/Leads on some level and none have ever treated me with disrespect.

Although I dont technically work on the game, throughout my time in the Dev Server, Ive been observing other developers work in this server, Ive personslly seen how everyone treats eachother regardless of what their role is, and its all the same. Its full of respect. I fully enjoy my time here in this community. (edited)

 [redacted] 03:06
As a concept artist i hope that im doing a good work, as Va im still learning, but everyone has been very cool, it is true that we have ups and downs from time to time like now, i'm truly sorry about all this situation, never meant harm to anyone so i always work hard so that we can keep going whether if it is in the art department or with the team members. I put a lot of energy and dedication on Resurrection even if we are not as active i'm always trying my best to do a good job. There are days when things don't go as we planned but we keep pushing on, i do believe we can do anything even if its hard and the goal seems unreachable.

It's a big project with a lot of spectatives, and i feel like i have to live up to thoes, but im hopefull that this project can see the light of day in the future.

so far so good. (edited)

 [redacted] 05:07
I'm still pretty new and I'm not the most active person, due to my art block (its getting better at this point in time!)

But I will say the team here are very supportive of each other & I havent had any beef with anyone. As a new concept artist, I was afraid that I wouldnt get work done at a specific point, but was consistently reassured to take my time and there's no rush when producing concepts! . My first VC on here was a blast, seeing each others work and learning new things to think about, one such example is the psychology behind the aftons (which was very cool, cant get over it).

I have been following this game for quite some time now, even before i found the community server. And I'm looking forward to making more art when this art-block of mine is dialed back a ton! (edited)

 [redacted] 05:07
I haven't been very long in here but I've never had any problems with anyone. The environment is nice, the team is amazing and supportive. I truly believe we all have our backs covered if anything happens. This server is a really nice area overall. As a very new va I'm glad the team gave me a chance at the cast to show off. I've got my first ever role for which I'm really happy about. This server is probably the kindest one and supportive I've ever been in. Overall the environment is amazing and you can freely talk to anyone about anything. I've never had problems here.

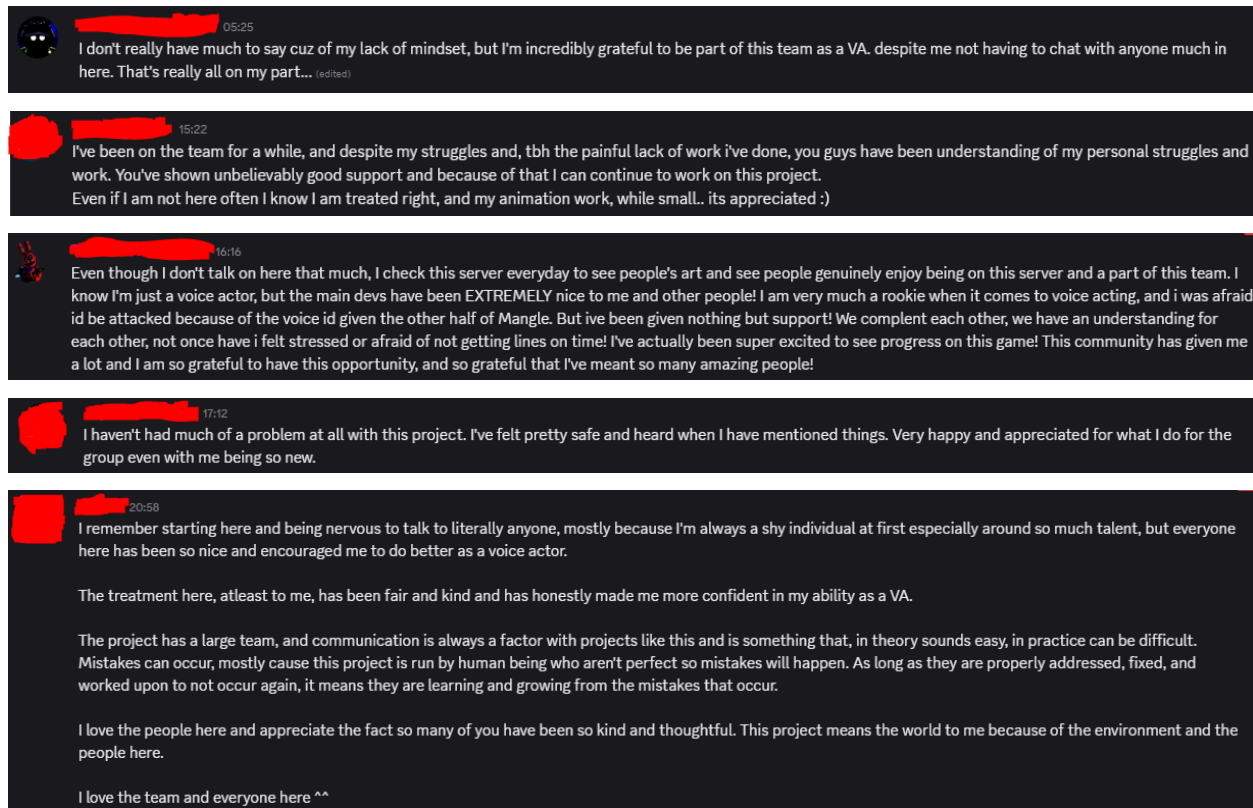
 [redacted] 05:17
Team is the Complete Opposite of [redacted] Which is all i ever need to be happy.
Saw what happened with Doggo, Do feel like that could have been handled much better because im good friends with the guy.
I just hope something like that doesn't happen with anyone else here.

❤️ 1 🗨️

Oh oh and i love that i can go at my own pace too without feeling Stressed. Being stressed really impacts my performance and art in terms of creativity

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This is extremely valid. Mistakes were made, the situation was not handled as best as it could have been.



What's our next steps now?

Admittedly, ever since the team shake up last year, there has been a lot of mess. Developers haven't always been on the same page, and other times stuff has been obscured. We've been very aware of this problem for a while now and it has been clear it needs to be fixed. Using the feedback received by team members, we can start moving forward with clearing up the problems around disorganisation, and also begin working with team members more closely to handle **any** issues that may arise in future. It is clear we need to step back for a time to re-evaluate our approach and planning on the development structure. So far work has been done in a non-specific order and some more important elements have been left behind. Things will be happening internally to try to ensure priority elements are getting done first if possible (*of course, the team is important and we can't push for them to do things immediately, we all have lives and in some cases mental well-being becomes a concern that cannot be ignored! - This will actively become a major part of our team's rules!*)

The past has already come and gone, whilst I want to make clear that we wish we could go back to fix this properly, these events have already taken place and all we can do now is make

up for what we have done and prove we are learning and growing from these horrendous mistakes.