

Kishar Code of Conduct

Version 2, Last Updated Season 13, 3/19/2025

Why do we have a Code of Conduct?

- I. A Code of Conduct is a common set of rules and expectations for the Kishar community and player base that complement the game rules in the Core rulebook. Our guiding principles are enthusiastic consent, communication, dignity, respect for oneself and each other, fair play, recognizing that every player has value, safety, radical inclusivity, accountability, and restorative justice (<https://why-me.org/the-restorative-justice-process/>)
- II. We also acknowledge that everyone will fall short of the mark sometimes and will have bad days. The primary intent of a Code of Conduct is not to punish people for their failures (although sanctions must at times be issued). Rather, it is to set a standard for all members of the community (including the Organizers) to live up to, to explain how to handle situations in which we don't, and to make it clear what kind of actions and behavior are desired and undesired in this community. Deliberate or repeated violations of the Code of Conduct can result in temporary or permanent removal from the Kishar community.
- III. Regardless of how extensive this document might be, it is impossible to cover every situation that might arise in a community this large. The Code of Conduct starts with a declaration of principles because in general, actions that align with those principles will be desirable, and actions that oppose them will not be. In the same way that we acknowledge "the spirit of the rules" when possible gameplay rule loopholes are identified, we also acknowledge that the guiding force for the Code of Conduct will be to protect and nurture the Kishar community. People who take actions against that spirit, whether those actions are explicitly spelled out below or not, have most likely violated the Code of Conduct. *"But it doesn't say..."* will never be seen as a defense of harm.
- IV. Although Kishar began as a LARP, it has become a community that extends far beyond the bounds of the game Events themselves. The central hub of this community is our Discord server, but community members often host non-game gatherings in physical space as well. This Code of Conduct therefore extends into all interactions that occur at game, online, or in physical spaces outside of the game, as long as those interactions are related to Kishar. It is NOT our intention, nor can we, moderate every interaction between individuals who simply happen to also be Kishar community members. As an example, if two Kishar players are roommates, and one doesn't pay their rent on time, the other cannot invoke the Code of Conduct, since this situation has nothing to do with Kishar. Being in the Kishar community is both a privilege and an elective choice, and people are always welcome to voluntarily withdraw from the Kishar community, either temporarily or permanently, without needing to explain themselves if they do not wish to.

So what is the Kishar Code of Conduct?

- 1) **COMMUNICATION** - Community members (including the Organizers) have a responsibility to approach one another in good faith and with the understanding that we all communicate differently. All principles outlined here lead back to communication.
 - a) We understand that we are flawed individuals, and in a community with quite a few neurodivergent individuals, communication will at times be difficult and might not occur immediately. This should never be used as an excuse but will be a point of consideration for Organizers when making determinations.
 - b) We believe it is imperative to communicate *with* and not *about* people. It is assumed that if someone is part of the community, you should attempt to take steps to build bridges and not walls whenever possible. Kishar supports an individual's right to speak out about their concerns (with other individuals or with the community) and maintains a policy of open and clear communication. It is also important to recognize that the line between voicing good faith concerns should never cross into what could be construed as verbal or written harassment or social bullying. An example of such would be continued aggression towards an individual or group after they have requested a topic be dropped. This communication policy is not intended to silence individuals who have suffered at the hands of an abuser and will not be enforced in that manner.
 - c) To give people time to cool down and remember their responsibilities to each other, we politely request that community members voice their concerns in the following order. First, to the other party, if both can handle the resolution quickly and using normal communication (when one player asks another to 'pull your blows' in a combat, this is an example of something that should resolve the immediate situation). If this is not possible or not successful, we request that concerns be voiced to an appropriate Volunteer or Organizer, and that time be given for that person to consult with others on the best way to remedy the situation. Lastly, if the remedy implemented is insufficient or you still feel unheard, you might then turn to the broader community.
 - d) Communication with members of the community elected to Mediator roles (or when Organizers are acting in such a capacity) can be privileged if an individual asks for such discretion, provided it does not break the other tenets outlined here. Individuals can request that information be reported anonymously or only in summary form. When making anonymous reports, community members should acknowledge that restorative justice involves two-way communication, which may not be possible anonymously. Mediators must also act in good faith to remain as neutral as possible in disputes, and when they are unable to do so, shall recuse themselves from the situation and maintain discretion.
 - e) Communication with Organizers will be considered open and public knowledge, unless privilege and confidence are requested (with the same caveats as above).

- 2) **SAFETY** - Safety is paramount. It is important to use safe equipment, to fight as safely as possible, and to be mindful of our practices and surroundings. Safety extends much further than preventing physical harm. It is also important to ensure that individuals' mental, emotional, and social safety is protected. Threats to such things will be treated similarly to physical threats. The community is expected to always stand together against deliberate harm and/or intentionally exacerbating situations. Our ability to do this depends on communication, since we must first be aware that a problem exists.

a) “A **safe space** is typically defined as an environment where individuals feel physically and emotionally secure, and where they are free from judgment, harassment, and discrimination. In a safe space, individuals feel comfortable expressing themselves and sharing their experiences. A safe space is undoubtedly essential for building trust and establishing a sense of community among teams. On the other hand, a **brave space** is a place where individuals feel encouraged to speak up and share their perspectives, even when they might be outside the norm, uncomfortable, or challenging. In a brave space, individuals are expected to speak freely, confront their biases, challenge their assumptions, and engage in constructive dialogue. A brave space is where individuals feel empowered to take risks, make mistakes, and learn from one another.”

(From <https://kapriconsulting.ca/blog/2023/03/21/creating-brave-spaces/>)

- b) The Kishar community and Kishar Events will generally have the intent of being a safe space (especially for normally marginalized identities such as LGBTQ+ identities and being consensually non-monogamous), but at other times will have the intent of being a brave space (because all of us struggle with inherent biases and societal assumptions). In the support channel on the Discord, we have intentionally set aside a safe space for community members to express their feelings, fears, frustrations, and challenges. People should take care that they do not use this space to air private issues with other community members in a way that is identifiable and may cause shame or emotional distress to that person.
- c) Most play spaces at an Event will be brave spaces. When feasible, there will be trigger warnings and other steps to aid preparation, but it is impossible to cover every potential source of distress. Should any member of the community discover that their in-character or out-of-character actions (or props) are causing another player harm, the focus should be on containing and reducing this harm. That course of action may be to remove a harmful factor from the play space, but it may also be the affected player removing themselves from the situation so they can avoid further triggers. Ultimately, resolution should involve a conversation with the player(s) and a Mediator (or Organizer), trigger warnings when possible, and feasible adjustment to factors in the play space. No single action will be suitable for every situation, and for some situations, the appropriate action may be for a player with a very strong trigger to remove themselves from certain scenes. No player should be penalized in-character for avoiding triggering scenes.

- 3) **ACCOUNTABILITY** – Community members (including Organizers) are accountable for their own actions. You might not know if you have offended or hurt someone, but when told about it, it is important to first take a step back and recognize your own part in what hurt or offended them. Own up to this and learn from the situation. Ignorance indicates a place where we need to learn more - not a reason to ignore our responsibility to others.
- a) The point of mediation, restorative justice, and communication between community members is never to assign blame, declare one person right and another wrong, or place a moral judgment on people. Rather, the intent is to create understanding and find a mutually-understood way to move forward so that further harm is prevented when possible.
 - b) No one will be punished for admitting they made a mistake and making a plan to improve themselves in the future. It is always acceptable to be honest about the limits of your own understanding, as long as that honesty is coupled with a willingness to learn more. In contrast, failure to acknowledge your own mistakes, or to try to understand how your behavior towards another person in the community affected them, may be seen as inherently violating the Code of Conduct.
- 4) **RESPONSIBILITY AND ENTHUSIASTIC CONSENT** - Kishar Events and the Discord server will involve adult themes, pretend violence, and potential sexual situations (such as jokes, innuendo, and flirting). It is each player's responsibility to disengage with situations that make them uncomfortable (by quietly stepping away or by using the Look Down or Sultan's Rule safety mechanics). However it is also the responsibility of all players engaging in these themes or situations to have enthusiastic consent before initiating actions with other players. This especially applies to in-character flirting with other players (Orange Hearts in the Core rulebook). We are all responsible for our own actions, as well as our reactions to circumstances as they arise.
- a) While uncommon, Kishar does allow players who are 16 or 17 with the supervision of a legal guardian. Sexual situations or flirting (as noted above) should NEVER be directed at these players, since they cannot legally consent to such. The Kishar community does NOT TOLERATE grooming behavior, and knowingly soliciting a minor player is a serious violation of the Code of Conduct likely to result in removal from the community (and possibly, law enforcement).
 - b) Enthusiastic consent goes beyond the live Event space. People might want to post lewd or sexually charged memes or images to the Discord (in the appropriate channels) or might make sexually-charged comments and find them in jest, but they should be aware that others might misconstrue them or take them as advances or as predatory behavior. It is imperative that community members understand that not everyone shares the same understanding of nuance and to clearly communicate their intent with others. Ask permission before directing lewd or flirtatious comments towards another person.

- i) Although Kishar is a sex-positive space, it does not mean this is a blanket approval for exhibitionism. When in doubt – always ask a Moderator (online) or a Mediator (at Events) first. Costumes must be street legal.
 - ii) We ask that sensitive or explicit topics (even in the right channels) be spoiled WITH DESCRIPTIONS of the reason, so that community members can practice enthusiastic consent by choosing to unspoil the image or text. Good spoiler descriptions are clear without being overly specific: *“This image has spiders in it.”*, *“Spoiled for full-frontal nudity”*, or *“Warning: Firearm pointing at the viewer”*.
 - iii) Repeatedly failing to follow community practice in the Discord can result in a community member being banned from certain channels or removed from the Discord entirely. Listen to the Moderators when corrected.
- c) Consent in physical spaces can be expressed verbally (*clearest and preferred*) or nonverbally through mutually-understood body language, such as holding out a hand to offer a handshake or opening your arms and offering a hug. Especially if you are using nonverbal communication for consent, the other party must be given the opportunity to take or not take the invited action without judgment or pressure. Coercing other players is a violation of the Code of Conduct.
 - i) If someone asks you not to touch them, don’t. Don’t argue. While many community members enjoy hugs, someone may not feel like being touched and does not have to present a justification for that.
 - ii) Once given, consent can be revoked at any time, at which point the action should immediately cease.
 - iii) If a person has previously consented to something, this does not mean they have also given future consent, and community members should still check in with each other regularly.
 - iv) We ask community members to refrain from taking any action in public spaces (especially sexual actions) at Kishar Events that would be illegal in a public space elsewhere. What happens in private spaces between informed, non-impaired, and consenting adults is outside the scope of this Code of Conduct. This is a safety issue, and not a moral one.
- d) The community recognizes the same safety expression as the game rules – “The Sultan would not approve of this.” Whether said online or in person, it should result in an immediate change of topic, and no questions about why should be asked. Ignoring the use of this safety phrase may be seen as inherently violating the Code of Conduct. This safety phrase should never be used to silence people expressing a problem or issue in an appropriate place, such as with a Moderator.

- 5) **FAIRNESS** - Fair play is important for the integrity of the game and to allow us to arbitrate situations fairly. If you are told you have done something against the rules of the game, it is important to do what is necessary to change behavior so that it does not occur again. We all agree to do our best to try to follow the spirit of the rule, and whenever in question, to inquire about what a particular rule might mean.
- a) There are too many moving pieces in a game this size for anyone to have a perfect understanding of all possible combinations of game rules and game pieces. As such, from time to time the Organizers or Proxies may make mistakes in rule updates, NPC stats, or item cards, resulting in combinations that are overpowered or unbalanced. While the Organizers will always attempt to limit Errata in play, they will not hesitate to amend any mistakes that threaten to destabilize the game.
 - b) Players who uncover, say, a combination of game actions that generates infinite money, should understand that exploits such as this are not intended, and proactively alert the Organizers. The overall fairness of the play space and game rules is the joint responsibility of all players and the Organizers.
- 6) **RADICAL INCLUSIVITY** – This community will make all attempts to be radically inclusive. This means not only accepting others for who they are but also trying to take active steps to ensure they are seen and heard.
- a) It is important to bring it to the community's attention if you feel you are being left out or ignored. While community members are not required to be friends, they are required to extend the basic values of our community to each other. This includes trying to find commonality and understanding with all members of our community.
 - b) We recognize an individual's right to remove themselves from play or certain plot. No player should ever be penalized in-character for such a decision. Kishar respects an individual's right to not be tokenized in the community and is open to engaging with different individuals of varying backgrounds to ensure their identity is respected. No individual is expected to speak for their entire identity group(s).
 - c) Should the Organizers or any Volunteers fail to be radically inclusive, it is our stated intent to improve, whether this means improving our understanding of a community member's identity, educating ourselves about specific topics, and/or amending story or in-game actions to be more inclusive. In turn, we request that the players affected reach out and explain that there is a problem so we can take action. Players are never required or expected to be experts in explaining their own identities or to be spokespeople for their marginalized communities – it is enough for them to explain where they perceive an issue and clarify their personal feelings. Players who wish to go above and beyond and voluntarily provide educational resources are welcome to do so, and the Organizers or

Volunteers relevant to the situation are charged with listening to their perspectives.

So what happens when this code of conduct is broken?

- 1) Kishar community spaces (including live Events) have tools that can be used to mitigate or reduce conflict in some cases, but not all of these are appropriate in all situations. It is important to understand when and how to use the community's safety mechanisms, but they do not replace the fundamental values expressed in the Code of Conduct, nor do they obviate the Organizers' responsibility to protect the community from threats. The Organizers are charged to take action against community threats, regardless of whether their problematic actions are specifically mentioned in the Code of Conduct or the Core Rulebook. Where they (as fallible humans) fail to do so perfectly, they pledge to improve their own understanding.
- 2) **CORE PRINCIPLES** - Kishar prohibits cheating, inappropriate conduct, and hate. If these things happen, it is necessary to act in order to protect the community and ensure that this is a safe environment.
 - a) Formerly, the Core rulebook contained sections on cheating and Inappropriate Conduct. Cheating will be dealt with using the same process as other Code of Conduct Violations. (See Section 6 below, Last Resort Actions) Thankfully, cheating is not a common issue in our current community. This is part of why this document is much more focused on social and interpersonal issues.
 - b) The following issues are considered Cheating:
 - i) **Rhino Hiding** – When a player takes damage but deliberately ignores it.
 - ii) **Fudging Numbers** – Faking damage, HP, or powers on your sheet.
 - iii) **Ignoring Effects or Powers** – Refusing to follow the rules of the game.
 - iv) **Not Tracking HP** – Players should be making their best effort.
 - v) **Forging Game Materials** – This offense is extremely unfair to other players, and will automatically result in probation, at least.
 - c) The following issues are considered Inappropriate Conduct:
 - i) **Hitting Too Hard** – The section on Safety discusses how to fight safely. Hitting too hard can injure people! If your opponent feels you are hitting too hard, they will ask you to “pull your blows”.

- ii) **Fighting Unsafely** – If you regularly hit people in the head or groin, backing them into obstacles, or make physical contact when fighting, you are fighting unsafely.
- iii) **Inappropriate Touching** – If you are unsure whether you can touch another player, ask them OOCly. Never assume! Do not touch someone who has asked you not to touch them.
- iv) **Disturbing Behavior** – While Kishar is a game for adults, some people may take offense to some types of behavior. If someone asks you to stop in an OOC manner or uses the universal out, stop.
- v) **Poor Hygiene** – Kishar involves running around and a lot of other physical activity. Please bathe and wear deodorant. Do not use strong perfumes as some players may be sensitive to these.
- vi) **Hateful Behavior** – Do not make remarks that would be patently offensive to another player's protected identity. Bigots will be ejected from the game and banned.
- vii) **Doing Anything Illegal** – While attending a Kishar Event, do not commit any real-world crimes!
- viii) **Real Weapons** – Whether or not you are licensed to carry firearms or whether you own real swords, please do not bring anything designed to inflict actual injury to a Kishar Event.
- ix) **Intoxication** – You may not play Kishar if you are intoxicated or under the effects of any illegal drug. You should notify an Organizer or a Medic if you are taking any drug that would not normally allow you to operate machinery. You do not need to say what drug or why you are taking it.
- x) **Impolite Use of Tobacco** – You may use tobacco in moderation if you are of legal age and if you can do so in a way that is polite to other players. Please clean up after yourself.
- xi) **Recruitment** – You may not use Kishar as a forum for recruitment into religious, political, or economic organizations.
- xii) **Misrepresentation of Authority** – Pretending to be an Organizer or Volunteer when you are not, or pretending to speak for Kishar players as a group, when you have no authority to do so, is prohibited.
- xiii) **Breaking the Atmosphere** – Being excessively OOC, or deliberately introducing OOC elements into the IC setting tends to knock people out of

their immersion and results in a large portion of the game being OOC, which decreases everyone's fun.

- xiv) **Harmful Conduct** – Any conduct that is inherently harmful to the game as a whole, or otherwise designed to destroy the ability of other players to have fun. Examples would include deliberately making players uncomfortable, with the goal of preventing them from returning to the game, taking actions specifically designed to harass a specific player OOCly, or spreading rumors designed to malign the game or its players.

3) **HARASSMENT** - We acknowledge the rights of each member of the community to be free of harassment, including online and in person. If a community member is found to be harassing another, they are likely to be removed from the play space (or community). If the offense is due to misunderstanding, and the lack of understanding can be remedied through mediation, the Organizers will consider whether they are likely to cause further issues in the community before readmitting them to a space they were removed from.

- a) Players with demonstrated patterns of harassment will be removed without further need for them to cause harm. If harassment happened outside of Kishar, but has bearing on current community members, we will consider this in decisions about whether to preemptively ban someone. Community members are asked to help us vet potential new players when possible.

4) **HATE AND VIOLENCE** - As outlined quite clearly, Kishar is not a place for bigots, racists, sexists, etc. These things go beyond the scope of the Code of Conduct and it is assumed that they are not a part of this community (to be clear – they are not welcome here). In the same regard, theft, physical violence, threats of physical or sexual assault, or real-life crimes are also outside the scope of the code outlined here. In those cases, you will be asked to leave the space, and depending on the situation, law enforcement will become involved. Physical harm and threats of physical harm have no place in this community.

- a) Organizers will always have the right to eject someone from an Event and/or the community to protect everyone else. While the Paradox of Tolerance (https://en.wikipedia.org/wiki/Paradox_of_tolerance) is often cited in these cases, the Organizers firmly believe that tolerance is only extended mutually by and to those who have agreed to a fundamental social contract that does not allow for hate. As such, we feel no requirement or responsibility to tolerate hate in any form. Documented participation in hate outside of the Kishar community is still sufficient reason to remove or disallow someone from our community.
- b) As mentioned in the Core rulebook, we rely on the Southern Poverty Law Center's hard work in researching and collecting information about hate groups: <https://www.splcenter.org/fighting-hate> . Any one who is a member of a hate

group or fosters hate is unwelcome in our community. They do not need to bring this content into the Kishar community space, nor does there need to be a demonstrated incident in our community. Participation or advocacy of hate, in any place or time and in any terms, is incompatible with the ideals of the Kishar community.

- 5) **GOOD FAITH EFFORT** - All members of the community have the responsibility to communicate their issues in good faith. While it might be difficult to do so, we encourage problems to be addressed in this manner before being escalated. Community members often need to take the necessary time to grant themselves space and distance so they can process a situation and determine what they need.
 - a) If community members are unable to resolve conflicts or disagreements without intervention, we ask that they talk to a Mediator (or an Organizer acting as one). The Mediator should follow the process of peer mediation in order to attempt to find a solution, and find common ground that all parties can abide by:
 - i) assess the safety of the situation
 - ii) encourage the use of 'I feel' statements such as 'I feel [state the emotion felt] when [describe the specific situation in a neutral/objective way] because [state the effect on your life or game experience] and I want [action that you want taken]'
 - b) During mediation, it is possible (and often, likely) that all parties will not be completely pleased with the final outcomes. However, mediation is merely a tool in order to find a way to make the community and play space tolerable for all respective parties once more, and solutions may require 'good faith' effort from all parties. Remember, justice rarely is fair, nor does it change what may have occurred. The only thing that can ever bridge less egregious divides is communication and a desire for self-improvement.
- 6) **LAST RESORT ACTIONS** - When the level of offense precludes reasonable steps using the restorative justice model, or communication breaks down and members of the community cannot find common ground, other steps may be required in order to reach a resolution. If the Mediator in this situation is not an Organizer, they will refer the matter to an Organizer.
 - a) Organizers may take any necessary action to safeguard the community, including, but not limited to:
 - i) communicating with one or all parties, and/or issuing a verbal or written statement outlining the concerns as the Organizers understand them and directing certain actions be taken (such as issuing an apology or participating in mediation);

- ii) enacting or changing community practices or game rules;
- iii) enacting the Peer's Rule between community members;
- iv) asking one or all parties to not participate in specific parts of the Event, such as live combat or specific types of scenarios like Dungeons (which are often higher-stress situations) or Night Plot (when people are likely to be sleep-deprived);
- v) restricting or limiting access to parts of the Discord;
- vi) asking one or both parties to not attend Kishar events (whether temporarily or indefinitely);
- vii) removing one or both individuals from the community, including the Discord (whether temporarily or indefinitely);
- viii) removing a community member from a Volunteer role;
- ix) preemptively banning someone from entering the Kishar community.

(1) (While bans are a last resort, and will not be undertaken lightly, the Organizers will not hesitate to ban a potential player who presents an unacceptably high risk of harm to the community. Current members of the community are asked to inform the Organizers of circumstances that may suggest such a situation.)

- b) These actions, many of which are sanctions or disciplinary actions, will be taken in consideration of what Organizers perceive to be the minimally disruptive action(s) required to protect the community and safeguard the values in this Code of Conduct.
 - i) An affected community member may petition for reconsideration through an email sent to the Organizers, who will then share this with Volunteers in the Mediator role. Should the Mediators unanimously agree that reconsideration is warranted, the Organizers will reevaluate the situation. However, due to the fundamental difference between Organizers and Volunteers, the power to place or remove sanctions or disciplinary actions will always remain the sole purview of the Organizers.
- c) When considering any necessary actions to protect the community, the Organizers will also consider factors such as previous issues involving the affected community members.
 - i) It is an important part of our community values that we allow community members to demonstrate understanding of past mistakes and a pattern of

changed behavior. It can take time for this to occur. However, demonstrated patterns of harmful behavior, especially when these have not been corrected, must also be considered, and will cause the severity of the situation to rise.

- d) Organizers will not take these steps lightly and will always consider the holistic nature of the greater Kishar community in these types of decisions. The Organizers acknowledge that as members of the community, we are also people who are fallible and have imperfect information. Should there be a legitimate concern that our personal relationships to one or more community members might affect our conclusions, we will bring Mediators without those conflicts of interest into the discussion. The ultimate conclusions, however, must come from the Organizers.
- 7) **PEER's RULE** - If a player believes they cannot amicably interact with another player and temporarily need space, they may request the Peer's Rule (PR). A formal request must be made to the Mediator or an Organizer in writing (email is fine), and it must include a statement such as "I wish to invoke the Peer's Rule with (player name(s))". It is up to the Organizers to decide whether to put the Peer's Rule into place, and they may choose to request more information before they make this decision. Please note: a player whose default solution to conflict is to request the Peer's Rule against other players is unlikely to have it granted. The Peer's Rule is not a catch-all solution for ignoring interpersonal problems, and it does not substitute for communication and growth. The Organizers reserve the right to require such players to step out of the community until they can better manage conflict in a restorative manner. Either way, if the Peer's rule is denied, an explanation will be provided to the player who requested it.

The Peer's Rule is intended as a temporary safety mechanism, not a permanent solution; nor should it be invoked flippantly. It can easily create complications for the entire community by breaking down the communication that is essential to our shared values. Our experience suggests that it is not sustainable for more than a few Events. As such, if the Peer's Rule is invoked, it will always have a limited duration. After this, the Organizers will reconvene the players and see if the issue can be resolved. Players should take the specific term of the Peer's Rule to work with Mediators or the Organizers on how to address issues according to the community values in the Code of Conduct. While the players involved are never required to be friends (or to pretend to be), they must be able to coexist within our community. They are free to personally agree to minimize their contact after the expiration of the Peer's Rule.

If the Peer's Rule request is due to a player taking specific harmful actions (such as harassing another player), this must be dealt with according to the Code of Conduct. The Peer's Rule may remove their immediate effect on a specific other player, but it does not by itself address or remediate the harm of their actions. As such, a player who believes another player has violated the Code of Conduct must report this to an Organizer or a Mediator. This report should be in writing, along with the request for the Peer's Rule. A

player who accumulates multiple Peer's Rules is likely to be asked to leave the community, especially when this occurs from multiple unconnected parties and/or over multiple incidents, since their presence appears to cause difficulty for many other people. Attempting to suborn the intent of this policy, or to covertly coordinate action between multiple players to enact this clause with the deliberate intent of forcing a disliked person out of the community, is a violation of the Code of Conduct.

At the end of the day, while it can be awkward or unpleasant to have someone at game with whom you have some former history, players are either incapable of treating each other responsibly at Events (in which case they do not belong in our community), or they can learn how to co-exist within the highly structured and time-limited space of an Event. Players with genuine concerns about the safety of a potential player (especially if they can provide evidence of past unsafe behavior) are encouraged to speak to an Organizer or a Mediator before the potential player can cause problems at an Event. Nothing about the Peer's Rule policy should be construed as suggesting that our community will tolerate bigots, bullies, or abusers. This policy cannot be invoked to shelter a player against those who are asking for them to amend problematic behavior, as per our Code of Conduct.

If invoked, a Mediator or Organizer will speak to both players about the circumstances and explain the following: Players who are under the Peer's Rule (PR) must give each other a wide berth. The spirit of the rule is intended to create a safe space for players who need it. All players in a PR situation bear the restrictions equally. Organizers will treat all players under PR equally, no matter which one requested it, and the PR is not intended as a sanction or punishment. Players who are genuinely unsure whether a given course of action would violate the PR are advised to speak to an Organizer first. Players who seek out ways not covered in this document to deliberately harass or intimidate other players will be found to be in violation of this rule. Any Organizer may issue a warning regarding players who are PR-ed. With a unanimous vote, Organizers may eject a player from the event if they are found in violation of the PR. Exceptions to the guidelines below must be consented to by all players involved and approved by an Organizer. Organizers will do their best to observe players but cannot always be doing so.

- a) **Players are asked, while present at game (whether IC or OOC) to avoid direct or one-on-one conversation.** Exceptions for this are safety-related: If Player A steps too close to an open flame and catches fire, Player B may always tell them they are in danger. If Player A is backing off a cliff, Player B may always warn them of this. Players who are PR-ed should not touch each other except to render necessary emergency care.
- b) **Players who are PR-ed may participate in the group conversations together but should try to limit direct conversation.** Players who are PR-ed are asked not to make disparaging remarks about or incite other players against each other,

ICly or OOCly, while at game. Put simply, do not bring OOC conflict IC, and don't provoke other players to circumvent the intent of the PR.

- c) **Players who are PR-ed and on the same side should not target each other with powers.** Touch-casts become Melee Point and Clicks instead, and a PR-ed player may always refuse or ignore a beneficial power used on them by the other PR-ed player. If players who are PR-ed are the only two present on a given Path, an Organizer may elect to allow the PR-ed players to perform Rituals with a player not on their Path.
- d) **Players who are PR-ed should never engage in direct or one-on-one combat.** If on opposing sides (including being Dominated), PR-ed players should intentionally seek out other targets, and should not engage or directly interfere with each other in any way. If one player is Dominated and there are no other targets, the Dominate ends. PR-ed players should not deliberately move to block the other player's path or block their attacks when targeted against allies. Players may use powers on an ally who is in combat with a PR-ed player.
- e) Because accidents happen, and some effects target an area, **players who are PR-ed ignore all hostile effects caused by the other player** (i.e., they are never caught in offensive Bursts or Blasts caused by the other player). If for some reason PR-ed players find themselves as the only combatants on opposite sides, then whichever player is an NPC falls as if reduced to 0. If a PR-ed player portrays an important NPC, an Organizer will arrange for PR-ed players to receive information or benefits granted in some other way.