

LARP COR Fireside Chats: General Policy Document

Safety

While it is never possible to create a completely safe space for all attendees, we are striving for a "safer space," that does everything reasonably possible to help attendees feel safe, heard, and like there is room for them and their experience.

This event uses the [Code of Conduct for the LRS](#) (Luminary Roleplay Society, our sponsor organization). Participants are expected to adhere to it, the [Anti-Harassment Policy](#), our other General Policies outlined in this document, and any relevant local laws. Appropriate actions will be taken to address situations that violate any of these. Details are available in the [Moderator Policy](#). **If you have a concern or complaint that someone has violated the code of conduct or is making someone feel unsafe, please let us know as soon as possible. You can email the organizing team at larpcor@gmail.com; our community moderators will be monitoring the email.** You are also welcome to use the LRS [complaint form](#), which can be filled out anonymously if you so choose by leaving the relevant fields blank.

Our Code of Conduct and other Policies apply to LARP COR Fireside Chat spaces, but if you are being harassed by an attendee of the fireside chats outside our spaces, we still want to know about it. We will take all good-faith reports of harassment by event attendees, including and especially harassment perpetrated by the event's organizers, seriously. This includes harassment outside our spaces and harassment that took place at any point in time. The LRS Board reserves the right to exclude people from LARP COR Fireside Chat events based on their past behavior, including behavior outside specific event spaces and behavior towards people who are not attending LARP COR fireside chat events.

In order to protect volunteers from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

LARP COR prioritizes marginalized people's safety over privileged people's comfort. The event organizers reserve the right not to act on complaints regarding:

- 'Reverse' -isms, including 'reverse racism,' 'reverse sexism,' and 'cisphobia.'
- Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
- Communicating in a 'tone' you don't find congenial.
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions.

The door is always open at our events and in adjacent online spaces. If you need to leave temporarily or permanently for self care reasons, know that you are allowed and encouraged to do so.

Accessibility

Accessibility in a digital space looks different than in a physical one. Physical space concerns may be less prevalent, but auditory and visual ones become paramount.

To help maintain this event as accessible as possible, please note the following:

- SAY YOUR NAME when you start to speak on a call. I.E. "Acata speaking. Ross, in the LRS we address that situation by making everyone sign the code of conduct before joining the community."
- When possible, please run your video with your face visible so that folks who lip read can do so. If possible, make sure your face is well lit and can be seen clearly.
- If possible, select a static and simple background to avoid distractions.
- Mute your microphone whenever you are not actively talking.
 - This is **especially** important in big groups, but is a good practice whenever you are in a call.
 - Mute your microphone if you get interrupted by someone not in the call.
 - Mute your microphone if you are eating or drinking.
 - If possible, select a quiet space to call in from, without a lot of background noise.
- If possible, use a headset with a microphone to improve sound quality.
- Warn other people in the call with you if you are going to make a loud noise or play a video with sound. Include any relevant content warnings.
 - Refusal to list content warnings is a violation of our anti-harassment policy.
- Give people an extra second after they stop talking before you jump in and start to speak yourself. There is often a lag over video/audio, and folks end up accidentally talking over each other because of it.
- If someone requests accommodations like for you to repeat yourself, typing something out, or verbally describing the content of an image or video, please comply without interrogating the person requesting it as to why.

Having many axes of privilege ourselves, we are sure this list is incomplete. Please don't hesitate to reach out and request additional accommodations. We want to enable you to attend this event, but we may not know how to make that a reality without a conversation.

Alcohol and Controlled Substances Policy

To help ensure the safety and comfort of our attendees, we ask that you do not attend any portion of this event under the influence of excessive quantities of a substance that impairs your judgement. This also applies to foregoing substances that facilitate your judgement.

Registration Policy

Registration for Fireside Chats events is done in two steps: 1) register for the event through a google doc; 2) pay for/confirm your ticket after being contacted by event organizers. This gives event organizers a chance to screen registrations. You will not be invited to pay for/confirm a

ticket until your registration has been approved. With this in mind, we have a couple of registration policies:

- **Each attendee is required to register for the event, even if you plan to share a device with someone else who is also registered.**
- If someone's registration is denied for any reason and you let them piggyback on your device, you will be removed from the Fireside Chat event and may face further consequences under our policies.

Technology Policy

We encourage participants to use technology judiciously during this event:

- We recommend you turn off chat and notifications from non-urgent apps and close extraneous tabs in your browser to avoid unwanted disruptions to your own experience.
- Feel free to use technology to take notes, pull up examples of things, etc.
- Please plan to silence notification sounds on your devices to avoid disruptions for non-emergencies.
- Take a break if you need one! Stand up, stretch, get some food, go for a quick walk, close your eyes for a minute, move to a different place or position, etc.

We acknowledge that sometimes people just need to check out for a bit, or that scrolling through a website or something can help someone focus. The digital nature of this event makes it that much easier for folks to do this without disrupting the experience of other attendees. We encourage folks to check in with themselves and make sure they aren't missing out on something they wanted to participate in because they are stuck in an endless social media scroll.

Sharing Space in Conversation

We also encourage participants to be cognizant of the space they occupy in conversation, especially our more privileged attendees (for example: cisgender, heterosexual, white, socialized and perceived as male, abled, allistic, etc).

- Do not reject or invalidate someone's lived experience. Just because you don't have that problem in your community doesn't mean it isn't a problem for someone else.
- Try to be considerate when providing feedback or criticism. Avoid the temptation to give unsolicited advice. Just because you would have handled a situation differently doesn't mean that the other person did it wrong.
- Corollary: Try to be open to feedback. If someone is putting in the emotional labor to educate you on your privilege, try to stay with any discomfort you might feel, and learn how to do better for your fellow LARPer.
- Please do not interrupt someone who is speaking (a moderator may do so at their discretion to keep the conversation moving, give quieter participants a chance to speak, to guide an off topic comment back to the discussion at hand, or to stop a line of discussion that is making someone uncomfortable or feel unsafe).

- Respect any tools the moderator is using to help manage the flow of conversation.
- Please remember to take turns and give everyone the chance to speak if they want it. Help the moderators out by self regulating.

Speak to your own experience; Don't assume someone else's resources

Attendees are encouraged to speak to their own experience, and what has and hasn't worked for you. Please keep in mind that your experience is not universal. Something that worked for your group, doesn't mean it will work for someone else. Just because you are able to implement something in your community, doesn't mean it will be equally easy for someone else to do the same. Speak with tolerance and compassion when you can. We can all acknowledge very real, very serious problems and simultaneously hold that it can be difficult or scary for an organizer to address them. We aren't asking anyone to deny or minimize problems that make our communities less safe. We are asking however that folks be willing to brainstorm creative solutions that respect the limitations of the person you are trying to help implement a fix.