

Tab 1

Statement Regarding USFN Leadership and Safety Failures

Updated: July, 1, 2025

Statement about current affairs regarding USFN leadership and its impacts on community safety.

Video Version: <https://www.youtube.com/watch?v=D6uRFVdFYME>

Addendum: Leadership Transition & Transparency (July 2025)

Since the time of writing this statement, the individuals directly involved in the issues outlined have stepped down from their positions within USFN. The network is now under new leadership and, to my knowledge, is being run more responsibly and with improved direction.

While I recognize and appreciate these positive changes, I've chosen to keep this statement public for the sake of transparency. This document remains a record of past events — not to target individuals, but to provide context, support those affected, and help other communities learn from what occurred.

Accountability and openness are essential for meaningful change, and I believe it's important that this information remain accessible as part of that process.

— Lydia Whyte
Former USFN Leadership
Entertainment Lead | Security Lead | Governance Team

About Me

I'm including this section to provide context for my experience in community management and moderation so readers understand the background I bring to the concerns raised in this document.

My name is **Lydia Whyte**, and I have an extensive background in community management and moderation. Before my time in Neos/Resonite, I moderated several VRChat communities, most notably **Furry Talk and Chill (FTAC)**, which I helped launch alongside its founder, Bandit. I've led and moderated a range of VRChat servers, including one I founded myself. That community, through structured autonomy, grew to over 1,000 members on Discord and even more in-game, despite my intentionally minimal direct involvement.

In time, I left VRChat after concluding through experience that public sessions on the platform posed substantial safety concerns. I've seen the darker aspects of that platform firsthand.

I also have experience moderating multiple **Garry's Mod** servers, some of which were popular during their peak but are now closed.

Currently, I serve as the **Operations Executive Officer** (second-in-command to ownership) of a longstanding clan community that has been active since 2003. I began there as a regular member and worked my way through the ranks: Member → Moderator → Admin → Security Lead → Executive Officer, a journey that took four years of dedicated work.

At **USFN**, I served as **Entertainment Lead**, **Security Lead**, and a member of the **Governance Team**. I was responsible for event safety, internal investigations, and upholding ethical standards specifically within the Resonite division. I share this statement out of duty to those I once served.

I am also the current **Security Lead for The Oasis**, a role I've held for the past 3–4 years.

***Note:** While I'm involved in several communities, this statement is made entirely in a **personal capacity**. It is not affiliated with, nor endorsed by, any other community or staff group.*

Context Matters: USFN's Cycle of Dysfunction

While my primary statement focuses on the events I directly experienced, it's important to understand that the problems at USFN did not begin or end with me. What happened in my case was not an isolated failure, but part of a recurring cycle of leadership overreach, broken trust, and organizational dysfunction that predates my involvement.

This section is provided as **critical background**, outlining key events and structural issues that set the stage for the failures I later witnessed. These patterns are not merely history, they are evidence of a deeper and ongoing problem that has affected many others across multiple generations of staff.

Before my time in leadership, USFN had already experienced **multiple internal walkouts** and **significant staff turnover** stemming from:

- **Obstruction of critical safety rule changes**, Leadership repeatedly blocked or stalled updates to community safety policies, even when those changes were widely supported. These decisions undermined the ability of teams to respond to real risks, leaving gaps in protection for both staff and members.
- **Red tape used to target specific team members**, Instead of applying policy evenly, leadership used procedural barriers to delay or sabotage initiatives from individuals they personally disagreed with. This created a hostile environment, discouraged innovation, and punished good-faith efforts to improve the community.
- **Public arguments and unprofessional behavior toward staff**, Staff who fulfilled their duties were often met with resistance, belittlement, or arguments, sometimes in public spaces. This eroded morale, fostered resentment, and created a perception that leadership was more concerned with control than collaboration.
- **Undermining rules in public while holding authority**, Leadership figures sometimes openly questioned or disregarded existing rules even while enforcing them elsewhere. This double standard confused members, invalidated moderation efforts, and damaged the credibility of the entire staff structure.

These recurring issues led to a dramatic turning point: **the owner was temporarily removed**, and a **Governance Team** was established. This team, composed of respected department leads and trusted community figures, was intended to restore fairness and trust — serving as a system of checks and balances.

For a time, that model worked. Communication improved, teams felt supported, and meaningful reform seemed possible.

However, over time, the very behaviors the governance system was designed to prevent began resurfacing:

- Leadership figures previously removed or criticized began **regaining power**, either formally or informally.
- Members of the governance team were **pushed out or resigned**, one after another, often following conflicts where they challenged questionable decisions.
- Eventually, **only the original core leadership remained**, free to reassert control without oversight or accountability.

With checks and balances gone, the same toxic dynamics returned this time **without anyone left in a position to stop them**.

Understanding this history matters. It shows that the failures described in my experience are not **anomalies**; **they** are the **latest chapter in a long-standing pattern**. That pattern is defined by retaliation, silencing, and a disregard for both safety and structure.

And unless it is recognized and addressed, it will continue to harm the community again and again.

Leadership Role & Initial Incident

During my time at **USFN**, I served as **Entertainment Lead**, **Security Lead**, and a member of the **Governance Team**. While in these roles, my security team uncovered that a staff member serving simultaneously as a **Sys Admin** and **Entertainment Staff** had violated consent and committed acts of sexual misconduct. Following a thorough investigation, we unanimously removed this individual from all positions. I stood by that decision and by my team.

Leadership previously acknowledged the user had breached consent and agreed removal was justified. I have that discussion archived.

Initial Reinstatement & Bypass via AGRA

Soon after their removal, leadership quietly reinstated them under a newly formed **VRChat team**, which fell outside my jurisdiction. While I disagreed, I chose not to contest it publicly, focusing instead on the **Resonite** side of the community.

However, several members of the Resonite community, including **victims** of this individual, came to me with serious concerns. I personally reassured them that, regardless of external placements, **this person would never return** to the Resonite team. I made that promise **in good faith** both as a verbal commitment to concerned victims and community members, and as a leadership decision grounded in the ethical standards I believed we all upheld. That integrity has been shattered.

A new team “**AGRA**” was created, technically separate from the Entertainment Team lead by me, but clearly intended to host Resonite events. The same individual was placed into this team without my knowledge or consent. I confronted leadership. We argued for days. I was made to appear dishonest, my ethical stance ignored, and the trust between leadership and community fractured.

This reversal came despite prior leadership acknowledgment that the user’s actions warranted permanent removal, **an agreement they later ignored** when convenient.

I later confirmed that AGRA was created **specifically to bypass** the blacklist enforced by my team. Once I resigned, the team was quietly disbanded.

Abuse Report & Leadership Response

When I resisted the individual's return especially after the AGRA incident I learned that leadership was preparing to remove me from the organization under the pretense that I had "not done anything for USFN." This accusation ignored the weeks I had spent advocating for team autonomy and decentralizing responsibilities, which allowed departments to operate independently. Ironically, the very systems I helped implement made my direct involvement less visible, not less valuable.

It became increasingly clear that this planned removal had little to do with actual inactivity and far more to do with my refusal to allow the individual back onto the team. While the core reason for my resignation remained the ongoing ethical breaches and safety failures, this betrayal only reinforced my decision to step down.

Shortly after I left, the individual was reinstated to both the Entertainment and Sys Admin teams confirming that my presence had been an obstacle to their return.

Months later, staff members came forward with allegations that the same individual had been involved in long-term abuse of a minor. I personally spoke with the victim, documented their experience, and submitted the information to **Resonite moderation**, prompting a formal investigation. When informed, USFN leadership who once again chose to take no action. While they later claimed there was no 'proof' behind the allegations, releasing that proof would have endangered the victim, and they were already aware of the individual's history. This response was not driven by uncertainty but by a refusal to prioritize safety over optics. This was not due to ignorance or lack of understanding; they had previously acknowledged the severity of the user's actions and agreed with their initial removal. The decision to do nothing in the face of new allegations represents not just negligence, but willful contradiction of their own past stance.

This pattern deepened when both **Glavin** (a respected Resonite moderator) and **Lorgenz** (a trusted Resonite community member) were removed from their positions. Although their removal occurred months after my resignation, it coincided with their opposition to a proposal to elevate the same individual to a leadership or advisory role, a proposal they firmly rejected. Their removal, under the vague accusation of "doubting leadership," highlighted a dangerous precedent: ethical opposition was no longer tolerated. Leadership roles became conditional on compliance with a pre-approved narrative, regardless of the impact on community safety.

Ultimately, despite their history of misconduct and the ongoing abuse investigation, the individual was **promoted to the USFN Leadership Team**.

Broken Promises & Community Impact

This series of actions undermining a justified removal, fabricating a team to reinstate a known offender, ignoring a victim's report, and promoting the abuser represents not just a **failure of leadership**, but a **deliberate betrayal** of safety, trust, and community ethics.

*I carry the weight of the promises I made to those who came to me for protection. These were not just casual assurances, they were promises made directly to victims and concerned community members, rooted in the trust they placed in me. Those promises were broken **not by me**, but by those who chose to protect a predator instead of the people he harmed.*

Missing Moderation Logs & Accountability Concerns

Since stepping away from USFN, I've been informed by multiple trusted sources that moderation records concerning the individual in question have been removed or hidden from USFN's internal moderation channels.

During my time as Security Lead, I created and maintained a detailed moderation thread specifically documenting this user's behavioral issues, consent violations, and all related disciplinary actions. That thread existed to preserve institutional memory, ensure accountability, and protect the community even beyond individual leadership turnover.

I have now learned from several former staff and direct contacts that this thread, along with its contents, appears to have been either deleted, moved, or restricted from view. I no longer have access to confirm its status, but its absence is notable and deeply concerning.

At the time of my resignation, I did not make backups. I believed that moderation history, especially involving serious misconduct, would remain accessible and intact. Whether this erasure was the result of a direct decision by leadership or the actions of the user in question is unclear. Either possibility reflects a critical failure of transparency and responsible recordkeeping.

This new discovery only deepens an existing pattern:

- Ethical decisions reversed.
- Whistleblowers removed.
- Abusers empowered.
- And now, the documentation is erased.

It underscores what I have maintained throughout this statement: USFN's leadership has not only failed to protect its community, but has taken active steps to conceal those failures.

Disclaimer: This report is based on reports from multiple trusted sources who previously had access to USFN's internal moderation tools. While I no longer have direct visibility, I have no reason to doubt the accuracy or intent of those who came forward. This section is not a direct accusation toward any one individual; it is a documented concern regarding internal transparency and the potential removal of critical records. It is shared in good faith, and in service of community safety.

Leadership Structure: Governance Team Disbanded

I was recently informed that USFN's Governance Team has been fully dissolved. Leadership authority now rests solely with a single leader, monitored at least in name by an Advisory Board that must now review and approve major decisions.

This restructuring did not occur in isolation. It followed the removal of Glavin and Lorgenz, two well-respected figures known for their ethical consistency and willingness to challenge unsafe decisions. It also coincided with the elevation of the same individual previously removed for consent violations, now placed into a Leadership/Advisory role. Shortly thereafter, the Governance Team, the one structural safeguard remaining, was disbanded.

The sequence and timing of these events is important:

- Ethical voices were removed.
- A previously blacklisted individual was promoted.
- Oversight structures were quietly dismantled.

This progression suggests more than coincidence; it represents a calculated consolidation of power.

The Governance Team was not a passive committee. It was composed of trusted department heads and community leaders, specifically established after prior walkouts to curb leadership overreach. It existed to prevent rash decisions, enforce transparent processes, and center community safety in leadership actions. It had real power including the ability to delay or reject dangerous proposals.

Now that structure is gone.

While an Advisory Board remains in place, reports suggest its function is largely symbolic. Without published minutes, transparent channels, or clear mechanisms for independent review, there is no indication that this board can or will challenge leadership in a meaningful way. At best, it's a formality. At worst, it's a shield designed to project oversight without truly enforcing it.

This change marks a full return to unilateral leadership, reinstating the exact model that previously led to misconduct, unsafe staffing decisions, and the resignation of entire staff teams. The community has been here before and once again, we're seeing the dismantling of every safeguard meant to prevent that return.

When viewed alongside:

- the reinstatement of a known offender,
- the erasure of moderation records,
- and the removal of respected staff members who raised ethical concerns,

This restructuring is not administrative. It is part of a broader pattern, one where accountability is eroded, opposition is silenced, and decisions are shaped by control, not safety.

For anyone still inside or affiliated with USFN, this is a pivotal moment.

The internal checks are gone. The protections are gone. The risks remain.

USFN Is No Longer Safe

Not for victims.

Not for staff who raise concerns.

Not for anyone who values accountability, transparency, or community safety.

USFN leadership has demonstrated:

- A **willingness to circumvent investigations** and reinstate individuals with known histories of consent violations — even after formally acknowledging the risk.
- A **pattern of removing or silencing ethical staff**, including those who served in leadership, moderation, and governance roles.
- The **promotion of a previously blacklisted user** to a leadership position, despite open safety concerns and an ongoing abuse investigation.
- The **erasure or concealment of moderation records**, undermining internal accountability and shielding misconduct from review.
- The **disbanding of the Governance Team** — the one structure intended to prevent unilateral overreach — immediately following the removal of dissenting voices.
- A clear and repeated **prioritization of image and internal control over community welfare**.

This is no longer a case of miscommunication, disagreement, or isolated error. It is a **systemic failure** — one shaped by **intentional decisions**, **avoidable harm**, and a leadership culture that has chosen **control over safety** at every critical juncture.

USFN is not simply unsafe because of who has been empowered.

It is unsafe because **every safeguard that once protected the community has been dismantled**.

Note to Platform Moderation Teams

This statement reflects my direct experience as a former USFN leadership member. I have submitted all relevant reports to platform moderation. This message is not intended to harass or target any individual. No names are included without permission, and the victim testimony was shared with permission and formally reported. My intent is solely to raise awareness, support victims, and prevent further harm. I am willing to provide documentation to platform moderation upon request.

Personal Note

I've stepped away from USFN and I won't be going back.

I stood by the people who needed protection, and I fought for values that matter: **safety**, **transparency**, and **trust**. I didn't leave because of drama. I left because it became clear that **protecting power meant more than protecting people**.

I know some of you still believe in what USFN once was; I did too. But I can't stay silent when abuse is ignored, promises are broken, and those who speak up are cast out. without intervention, I believe similar issues are likely to repeat — potentially with greater harm to community members.

If you trusted me before, trust this: **USFN is no longer safe**.

To those walking away: you are not alone.
I wish you strength and peace.

For anyone still inside USFN:

If you're reading this and feel uncertain, conflicted, or overwhelmed; that's normal. You don't have to pick a side immediately. You don't have to take action today. Just ask questions. Keep your eyes open. And above all, trust your gut. Silence protects power. Curiosity protects people.

— **Lydia Whyte**

Former Entertainment Lead | Security Lead | Governance Team

Statement Ethics & Intent

This statement is based solely on my personal experiences and direct involvement as a former USFN leadership member. No names have been shared without permission. All allegations referenced have been formally documented and submitted to appropriate moderation channels prior to this post.

This message is not intended to harass, target, or defame any individual. Its sole purpose is to raise awareness, support victims, and advocate for community safety and accountability. I am willing to provide supporting documentation to platform moderators upon request.

Before anyone asks, I want to say this upfront: This is **not a witch hunt**, it is **not defamation**, and I am asking everyone to **not harass** anyone involved.

Everything I've shared reflects **my own experiences and personal opinion** during my time in USFN leadership. I've spoken out because I believe in transparency; especially when trust and safety are at stake.

I'm *not* here to tell you to leave USFN, unfriend anyone, or cause conflict. That choice is entirely yours, and I will respect whatever decision you make.

If what I've shared makes you feel uneasy, conflicted, or unsure; that's valid. Those feelings matter, and they deserve space.

Whether you choose to stay, step away, ask questions, or remain silent; I support you. I won't judge you for your path.

I will always stand by those who value consent, accountability, and community safety. That commitment doesn't change based on who stays silent and who chooses to walk.

Personal Capacity & Purpose

I want to be clear that I am speaking **solely in my personal capacity** as a former member of USFN leadership. This document is not affiliated with, nor does it represent, any other community or organization I am involved with.

My intent in coming forward is not to incite drama or conflict but to uphold the same values I was entrusted to protect in leadership: **safety, consent, accountability, and platform integrity**. When those values are disregarded, silence becomes complicity. I believe the community deserves transparency, and I've shared this information in that spirit.

Final Message to USFN Leadership

This will be my final message to you.

I've remained silent longer than I should have out of respect, restraint, and hope that you would choose accountability. But after everything I've seen of the cover-ups, the manipulation, the enabling of someone with a known history of consent violations it's clear that hope was misplaced.

You allowed someone removed for serious misconduct to return to staff, then elevated them to leadership. When further allegations surfaced including reports of long-term child abuse you had another opportunity to do the right thing. Instead, you did nothing.

Worse:

You silenced those who spoke up.

You removed respected staff for "doubting leadership."

You deleted structures designed to protect others.

You created new pathways to undo ethical decisions.

You didn't simply fail to act, you **chose** not to.

These actions have consequences. You broke trust. You betrayed the people who counted on your leadership. You made it clear that preserving internal power mattered more than protecting your community.

That said, I want to acknowledge that **not all members of leadership acted in bad faith**. There is **one individual** I still hold in respect and wish to remain in contact with. My message here is directed at the broader body of leadership responsible for these decisions, not at that individual.

I've made my statements. I've filed my reports. I've fulfilled my responsibility to inform the community. I am no longer willing to expend energy engaging with those who refuse to be accountable.

I am blocking the rest of leadership **not to provoke**, but to protect myself in line with my boundaries and the safety expectations of the platforms we share. You are not welcome in my messages, my spaces, or my circles.

If you ever take meaningful accountability not performative gestures, but real, corrective action I may reevaluate this boundary. But for now, and for the foreseeable future, this conversation is over.

Do not contact me again.

Sample Message Shared With Partner Servers

As part of my personal effort to inform trusted communities, this is the message I've shared (in my personal capacity) with partnered servers where **USFN** may still have visibility or connections:

Important Advisory Regarding USFN

Hey [Partner Server Name/Owner],

I'm reaching out respectfully and privately not as part of any organization, but as an individual with past leadership experience in USFN to share information I believe may impact your community.

While I am no longer associated with USFN, I've become aware of serious and ongoing safety concerns involving their leadership decisions, structural integrity, and disregard for ethical standards. Given the potential risks, I feel a responsibility to inform other trusted communities — especially those partnered with them.

Key Issues You Should Know:

- A staff member previously removed from USFN for **consent violations and sexual misconduct** has been **reinstated and promoted to leadership**.
 - Staff later came forward with reports of **long-term child abuse** involving this same individual. This has been formally reported to **Resonite moderation**, who launched an investigation.
 - USFN leadership chose to **take no action** despite previously acknowledging the user's past misconduct and agreeing removal was warranted.
 - Leadership went as far as to **remove those who raised concerns**, including a Resonite moderator, and **created (then disbanded) a side team** specifically to work around ethical safeguards.
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Why It Matters:

Several tangible risks emerge from this continued association:

- **Trust Undermined:** Leadership at USFN has repeatedly silenced ethical dissent, removed whistleblowers, and promoted an individual with unresolved misconduct allegations. Communities that remain partnered risk appearing **complicit in or indifferent to these choices**, especially when those decisions directly impact community safety.
- **Reputational and Ethical Liability:** If USFN faces further public scrutiny, moderation enforcement, or if additional victims come forward, your continued partnership may be interpreted as **approval or negligence**. Even if unintended, this can damage your credibility particularly with users who prioritize safe, accountable spaces.
- **Erosion of Ethical Autonomy:** Remaining partnered with an organization that rejects accountability could undermine your own leadership's ability to take a firm stance in future safety-related matters. **Consistency matters** and perceived double standards can erode trust within your own community.

I'm not asking you to act only to be aware. I've also shared a full statement detailing my experiences, decisions, and the timeline of events, should you want more context. I'm open to questions or discussion if needed.

Thank you for your time and consideration.

— **Lydia Whyte**
(*In Personal Capacity*)