

IKEA 2020: Code of Conduct and Enforcement Protocol

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Introduction

The editors of the 2020 edition of IKEA support an inclusive, welcoming, and fair college quizbowl environment. To achieve this goal, we require all online hosts to agree to and enforce the following Code of Conduct, which will apply to all tournament participants, defined here as including:

- Organizers
- Tournament Coordinators
- Tournament Directors
- Moderators
- Scorekeepers
- Players
- IKEA editors and writers

We expect participants to follow these guidelines for the duration of the tournament, both during games and during all other tournament-related events. For online mirrors of IKEA, this code of conduct will apply to, but is not strictly limited to, the official Discord/Zoom server/call within which a particular closed regional mirror takes place.

We are committed to fair enforcement of this Code of Conduct and have included an Enforcement Protocol as well.

Code of Conduct

Expected Behavior

We expect all participants to treat other participants with respect and courtesy. Participants should be considerate of fellow participants' diverse backgrounds and perspectives and endeavor to refrain from excessive commentary, particularly on sensitive social and political issues, during the tournament. Participants should be mindful of fellow participants and be proactive about reporting any instances of prohibited behavior (defined below) or uncomfortable/threatening situations.

There will be absolutely zero tolerance for discriminatory comments or behavior on the basis of race, social class, color, religion, national origin, gender, age, disability, citizenship, veteran status, sexual orientation, gender identity, or gender expression.

Participants are expected to be prompt throughout the tournament and be proactive and communicative about any technical difficulties they may be facing. The beginning of rounds should not be delayed for more than five minutes unless the moderator has a technical difficulty.

Sidebar conversations during games are strongly discouraged unless a player has their microphone off. Half-time breaks, bathroom breaks, and similar temporary halts in gameplay should not be excessive; moderators may resume gameplay at any time at their discretion if a delay has gone on for too long.

Unless they petition the Tournament Director ahead of time for a reasonable exception, players are expected to have a camera on showing their face and at least part of their upper body throughout the tournament. Players may turn their cameras off during rounds with the permission of the opposing team; this is encouraged if there is lag or excessive delay.

Prohibited Behavior

Harassment of tournament participants (players, staffers, organizers, spectators, etc.) will not be tolerated in any form. Harassment includes, but is not limited to:

- Offensive comments related to race, social class, ethnicity, gender, gender identity and expression, sexual orientation, age, disability, physical appearance, body size, or religion
- Deliberate intimidation
- Stalking/excessive following (in-person or online)
- Unwanted photography or recording
- Sustained disruption of games or other tournament events
- Inappropriate physical contact or implication thereof
- Unwelcome sexual attention
- Sexual imagery and language in public spaces

Cheating is absolutely not tolerated in any form and will be investigated and prosecuted vigorously. Cheating includes, but is not limited to, the following activities:

- Acquiring knowledge of the question set in advance of the tournament, without reporting any specific such "spoiled" questions to the Tournament Director of the mirror which you are playing
- Using a computer, cell phone, or any other device to look up answers while a question is being played during which your team has an opportunity to score points. Any visible use of a cell phone during a tossup or bonus will automatically disqualify that player from contributing during it.

Frivolous accusations of cheating are similarly unacceptable; such accusations will earn tournament participants warnings and/or potential ejection from the tournament.

Enforcement

Right of Refusal

The IKEA team and associated tournament directors and organizers maintain the right of refusal, meaning that we reserve permission to eject a player at any time, without refund, from a mirror of our tournament for what we have determined is a violation of our Code of Conduct. We will endeavour to issue warnings for players found to be violating the code of conduct, except in the case of cheating or particularly grievous forms of harassment, which will earn players immediate ejection, provided there is sufficient evidence they have done such behavior.

Reporting Code of Conduct Violations

During the Tournament: Staffers will be required to promptly present anonymized evidence of misconduct to the tournament organizers, who will determine what consequences, if any, are appropriate, or if more information is required to make a decision. Staff should feel free to consult with the set editors as necessary/appropriate for additional feedback.

Online: PACE provides an [online form](#), which can also be used to report cases of misconduct. Representatives from four major quizbowl organizations (PACE, NAQT, ACF, and IAC) examine misconduct reports and provide an anonymized statement to the four organizations.

Tournament Host Responsibilities

Enforcement of a welcoming and inclusive environment is as much of a responsibility of IKEA hosts - in particular tournament directors - as it is the players. As such, hosts should make sure this code of conduct is sent out to players as part of their logistics email for the tournament, so that behavioral expectations and potential repercussions are clearly understood before the event.

After the tournament, if it is discovered that violations of this code of conduct were deliberately ignored or in any way contributed to or exacerbated by the host, then the editors reserve the right to revoke all mirror fees from the host for the IKEA mirror in question.

Ejections - Notification and Documentation

All players who are ejected for repeat violations of the Code of Conduct will be messaged privately that they have been ejected, with the specific reasons for their ejection. Unless a player's offense is particularly grievous, they will be given warnings about their behavior prior to ejection.

All players who are ejected specifically for cheating will be messaged privately of why they have been ejected, with specific evidence and reasoning behind this conclusion; they will not be given any prior notice. The player's teammates will also receive all of this documentation. All ejections for cheating will have a follow-up investigation as well before any information is posted publicly.

Cheating-Specific Protocols

If a player is suspected of cheating, the tournament host, potentially assisted directly by members of the IKEA team and/or outside observers, will investigate the matter. Specific investigation strategies will not be revealed in this document in order to prevent attempts at their circumvention by cheaters. However, hosts are required to do the following:

- No player who is suspected of cheating should be informed that they are under investigation, under any circumstances. An exception may be made if a player is asked to turn their camera on and refuses; in this case, the player should strictly be messaged privately.
- No accusations of cheating should be discussed in any public forum or chat, including within the tournament Discord server, during the tournament.
- If a player has been suspected of cheating for multiple rounds and has been observed by a staff member or outside observer for at least one round engaged in suspicious behavior, a staffer (moderator or tournament director) should privately inform the team opposing the suspected cheater that the round is under observation, to assist in evidence gathering.
- Following an ejection, a full investigation should follow and be conducted via email, in which detailed documentation of the reasons for a player's cheating ejection will be presented to the ejected player and their teammates with the opportunity for the ejected player and/or teammates to present exculpatory evidence. An IKEA editor who was not involved in the running of the tournament will make the final decision as to whether the player was guilty.
 - If this investigation finds that the ejection was justified, documentation of the player's cheating, the exculpatory evidence presented (with redactions of question content as well as redaction of exculpatory evidence upon request) will be posted publicly in the tournament Discord server and on the HSQuizbowl forums.
 - If this investigation finds that the ejection was not justified, the team with the ejected player will be fully refunded of its mirror fees. They may request that an apology will be issued in the Discord server and on the HSQuizbowl forums.

Results of all investigations will be shared with ACF and/or NAQT as appropriate.

If a tournament host would like a player's past statistics analyzed to assist with an investigation, they should feel free to email william.t.alston@gmail.com with the name of the player being investigated for cheating. The IKEA team will be happy to assist you.

All games in which a player is found to have cheated will be counted as forfeits by the team with a cheating player.

Thank You

Thank you for playing or staffing IKEA and for reading this document. We recognize that this is a difficult time for quizbowl and we are working to make sure that everyone is able to play our tournament in a way that adequately replicates the “traditional” quizbowl experience in an inclusive and fair environment.

We would like to thank the Longhorn Invitational Tournament for allowing us to use language from their Code of Conduct as a partial basis for this document.

We hope you enjoy the product we have produced for you.

Sincerely,

The IKEA Team

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