

POLICIES, RULES, AND PROCEDURES



For participation in our events

June 2022

General Policies and Procedures

Journeys & Tales LLC (hereafter J&T) provide for the safety of our players, staff, participants and partners in our events through a policy setup. Together each of the policies set forth how we expect anyone involved with our events to act, and what they can expect.

Code of Conduct – The short version

Journeys & Tales operate all our events based on the “Don’t be a jerk” approach, which applies to both participants, staff, and anyone else involved in our events in any form.

Instead of writing a long explanation about what this covers, our philosophy is simple: “Don’t be a jerk and don’t do anything that you would not want done to yourself.” Bullying, harassment, other degrading and offensive behavior will not be tolerated. Respect people’s limits and speak up when you see behavior that does not match the code of conduct. Our goal is for people to create awesome experiences for themselves and their fellow players, and we cannot do that in a hostile environment.

We operate on a “one warning, one ejection” approach, meaning that if we’ve had to talk to someone once, the next situation will be an automatic ejection from our event, without a refund.

Policy overview

The policies Journeys and Tales have are:

- **Code of conduct** – This sets out how J&T expects any of our participants, players, partners or others to act at our events.
- **Anti-harassment policy** – As a company we are committed to providing a harassment free experience at our events.
- **Consent policy and mechanics** – Larp is a medium which inherently involves feelings and pushes boundaries. Our policies and mechanics around this is created to create a safe environment for our players.
- **Flagging policy** – We operate a flagging policy around the signup to our games to ensure that all our participants feel safe around the attendees and staff we have.



Code of Conduct

- The long version



We seek to promote a safe and comfortable environment for our events that can be enjoyed by all the players and staff. To that end, we have established this Code of Conduct and anti-harassment policy which we expect all attendees and staff to follow. Failure to comply with it can result in ejection from our event without a refund, at the discretion of the organizers.

We expect our customers, players, and staff members to behave in an appropriate, mature, and responsible manner. We expect common sense to rule and for everyone involved to have a general sense of the safety and well-being of those around them. Customers, players, and staff members are expected to treat others with courtesy and respect. Harassment or intolerance is unacceptable.

All customers, players, and staff members are expected to abide by the laws of the land – including federal, state, and local laws, statutes, ordinances, etc.

While we understand that the nature of roleplay and acting will create in-character drama, we do not expect for this drama and any hurt feelings to spill over into the realm of out-of-character interactions. Leave the drama for your character; do not bring it into real life, and similarly please do not bring your real life issues into play.

J&T or authorized staff may remove attendees from an event for any reason. We will endeavor to provide a verbal warning to you and allow you to correct your behavior before removing you from the event, when appropriate. There may be times when we immediately remove an attendee when it is determined such removal to be in the best interest of J&T, our attendees, the venue, or the general public. While we imagine that the reason for such removal will be obvious, we are under no obligation to

disclose the reason for removal. If you are removed from the event, you will not be entitled to a refund in any way. While not exhaustive, the following list provides examples of behaviors or actions that may constitute your immediate removal from a J&T event:

- Violating any laws.
- Failure to comply with J&T or event staff instructions.
- Physically destructive behavior.
- Endangering the safety of yourself or others.
- Cheating, threatening, or harassing others.
- Any type of sexual harassment.
- Drinking alcohol if under the age of 21 or facilitating the drinking of alcohol for the same.
- Failure to abide by venue or event rules or safety guidelines.
- Disruption of the event.
- Violation of the J&T Harassment Policy.
- Not respecting, or seeking retribution for answers given when using the safety mechanics.

Incidents that violate this Code of Conduct should be reported to J&T or authorized staff. We will take reasonable efforts to maintain the confidentiality of those reporting incidents, when requested. Please be aware that we may need to provide information to authorities in the case of violations of the law.

Journeys & Tales may modify this Code of Conduct from time to time, without notice. Any changes to the Code of Conduct will become effective when the updated policy is made publicly available or announced. Your use of our services or attendance at any of our events indicates your acceptance of this Code of Conduct.

Anti-harassment policy

Our LARPs are dedicated to providing harassment-free experience for everyone, regardless of gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. We do not tolerate harassment of participants in any form. LARP Participants violating these rules may be sanctioned or expelled from any Journeys & Tales event without a refund at the discretion of the organizers.

Harassment includes offensive verbal or written comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, technology choices, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography, or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing behavior are expected to comply immediately. If a participant engages

in harassing behavior, the J&T may take any action they deem appropriate, including warning the offender or expulsion from the event with no refund.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of J&T staff immediately. Our staff can be identified as they'll be wearing branded clothing and/or badges.

Our LARP staff will be happy to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event. We value your attendance and safety.

We expect participants to follow these rules at the production and at workshops.



Consent policy

Larp is an activity and medium that by its very nature is intended to create new experiences, push boundaries, and put our players in situations that they are not used to both physically and mentally.

By participating in our events we want our players and staff to understand and acknowledge that they inherently may be subject to experiences that can involve physical roleplay, romantic and sexual scenes and situations, scary and frightening content, uncomfortable ideas and scenes, and similar as may be within the confines of the larp.

We believe that the reason people participate in larps is to push their boundaries and experiences that they normally would not in their everyday life. However, in order to handle these matters in a safe manner, we endeavor to create a comprehensive framework and setup of mechanics that will allow our players to reach out, push themselves, and experience these things in a structured and safe manner.

J&T as well as our players also acknowledge that the nature of larp will result in residual feelings (often referred to as larp drop and larp bleed) being experienced for days and potentially weeks after the event has finished, and that this is a natural and inherent risk of participating in the larps.

To handle this in as safe, secure and efficient manner all Journey and Tales events will utilize consent and safety mechanics which may be modified from time to time to suit the individual event.

Briefings and Workshops

All J&T events will start with briefings and workshops to explain and practice the safety and consent mechanics. It is important for us that our players know what they are, understand how to use them, and have actively practiced the use.

Likewise J&T will also facilitate a debrief workshop after our events to help our players deal with, tackle, understand and disconnect from the experiences they have had at the

event. We and our players acknowledge that the post briefing workshop will often be an emotional experience, as we seek to understand, process, and shed ourselves of the feelings that our characters and we as participants, staff and organizers have gone through.

Pre-scene negotiations

To allow for the best roleplay J&T believes that it is important to align expectations and negotiate scenes before they happen. This does not have to happen in every instance, but we expect our players to utilize this mechanic when something larger, more dramatic, involving more feeling, physical role play or similar may take place.

This negotiation essentially consists of the players involved in the scene going off-game and talking through what they wish to accomplish, potential triggers, expected outcome, use of in character safety mechanics and similar. We highly encourage our players to utilize the staff and organizers to help facilitate these negotiations.





Leaving or ending a scene

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hould a scene become overwhelming for any reason, and should you as a player at any time feel unsafe or need to leave a scene, you can immediately use the “out of character” signal and simply walk away without any questions asked or answers given.

This mechanics is done by putting your hand in a fist in front of your forehead, resembling that you’re grabbing a horn you had there. Because of this, the mechanic is popularly known as “grabbing the unicorn.” This mechanic can also be used if you need to move through an area while not in character. An alternative is putting a hand on the side of your head, to shield your face whilst looking down.

Any player seeing anyone else utilizing this mechanics shall pretend like they are not there.

Should you feel the need to break off a scene using this mechanic, you must come find a J&T staff member or organizer immediately so we can ensure that you are safe and sound.

During an active roleplay scene we employ the word “Cut” to immediately end whatever is going on. Should any dangerous situation or similar arise, anyone can yell “cut” and all participants in the vicinity is expected to seize what they are doing, remain in place, and wait until further instructions have been given by an organizer.

Safety mechanics

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hen a scene is taking place, J&T events utilize mechanics to ensure our players still are able to communicate whether they feel safe, or if it is necessary to leave the scene.

OK sign / stoplight check in

This mechanic is used to calibrate so the roleplay taking place feels safe, and if needed to break it off.

The mechanic consists of both verbal and visual signals that can be used indiscriminately, but have the same meaning and effect.

During a scene we expect our players to check in on each other to calibrate that everyone still feels good with the roleplay that is happening in the scene, or if they wish to deescalate it, or convey that they don't like the direction the scene is taking.

The mechanics works in the manner that the person initiating the check-in flashes the "thumb and forefinger round ok signal" to the other player or ask them the question "stoplight." This person is expected to respond to it in one of three ways.

Giving a thumbs up or replying "Green"

This means "everything is ok, please continue or possibly escalate the scene." This sign is also a good way to indicate to players and staff that are further away that everything is ok, especially in a scene where one of the players may appear to be distressed.

Holding your hand horizontally or replying "Yellow."

This means that "I'm feeling a little uneasy with what is going on. Don't escalate it, or continue on this specific path."

This sign should be given when you're not sure if you like what is going on, and would like a little breathing room, or if the other person hit a trigger point you do not wish to continue with. Anyone receiving this signal, should back off physical, tone down their verbal communication, and also drop any triggering subjects.

Giving the "thumbs down signal" or replying "Red."

This means that the player is not ok with what is happening in the scene and wishes to end it. We expect any player that hears the word "red" as a response, or is given the "thumbs down" signal, and any player who gives either of these answers to immediately breakoff the scenes.

Anyone can and should initiate check ins regularly during scenes.

J&T has the safety of our players as the utmost important factor, and supports a healthy and proactive use of the "thumbs down" signal and the word "red." We ensure all players that there will never be any repercussions in-game or off-game for the use of this mechanic, and taking care of your own safety.



Flagging

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e operate a flagging system whereby prospective attendees can draw our attention to safety concerns that they have about other prospective attendees.

Unfortunately, our hobby has sometimes shown that it contains people who are not safe to be around. We as organizers need your help here – we don't know the names of everyone who is a concern in this way. We also want to make sure that you feel comfortable with the people who are around you during the event.

After signups have closed, we will circulate the names of prospective attendees to all that has signed up, and you can if you wish raise the following flags:

Yellow flag – I don't want to be in any of the same group as this person. This is for allocation purposes only, and won't affect yours or the other person's chance to get a spot. Choose this if you don't believe that the person is unsafe, but for personal reasons you are unable to play closely with them.

Orange flag – You're unable to attend if someone else gets a spot. Choose this if you don't believe that that person is unsafe, but for personal reasons you are unable to attend

an event that they're at. In this case, whichever of your or their names is allocated a ticket first will be prioritized.

Red flag – choose this if you believe that the person is unsafe to larp with. Examples of this might be bullying, harassment, or abuse. We would appreciate some brief details about why the red flagging happened, but you don't have to give a reason for red-flagging a name. We will not tell them anyone who red-flagged them, or why.

Once all the flags have been collected, the final casting and lottery will take place. We understand that saying you feel unsafe around someone can be difficult, and we want to make it as easy as possible for you.

If you feel that you need to respond with one or more flags, then you can do so confidentially. We will need, for administrative purposes, to share with the organizer group the fact that someone has been flagged. But the name of the person giving a flag will be kept confidential, as will any reasons for flagging that you choose to share with us.

We are happy to further discuss any individual concerns about flagging someone – please do get in touch if you have any questions.

