

The Winter Wars Code of Conduct

The Event Staff of Winter Wars are committed to ensuring a fun, safe, and respectful event for all attendees. To achieve this, all participants must refrain from actions that would limit or threaten another individual's safe enjoyment of the event by another person or societal standards.

Winter War is a private event. It is not a BMCS-funded or run event. However, it and all of its attendees are also obligated to adhere to the Belegarth bylaws during the event and while on site.

This Code of Conduct applies to **all attendees** of Winter War, including participants/attendees, guests, volunteers, and Event Staff. No one is excluded from adhering to the Code of Conduct.

Winter War, its Event Staff and attendees will **not discriminate** in attendance or services due to race, colour, sex, gender identity, age, lifestyle, religion, national origin, sexual orientation, mental disability, or physical disability.

Winter War retains the right to refuse participation in simulated combat to members with medical conditions that would pose a safety risk to themselves or other members. The risk is to be determined by the head marshal of the event. This ruling shall apply only to simulated combat and will not bar any person from any other aspect of participation.

Winter War Event Organizers will use the Code of Conduct when considering any and all disciplinary action against **any individual** found in breach of the Code of Conduct, site rules, or state/federal law during Winter War.

Harassment

Harassment of **any kind** will **not be tolerated**. If you are informed that your behaviour is affecting another attendee, **you must stop**. Harassment includes, but **is not limited to**:

- offensive verbal comments concerning race; colour; sex; national origin; religion; social origin; disability; relationship status; gender identity; physical appearance, or body size
- deliberate intimidation
- following
- stalking
- physical assault/battery
- inappropriate physical contact
- unwelcome physical attention
- unwelcome verbal/physical/visual conduct of a sexual nature
- Breaching of consent - someone not taking "NO" for an answer.
- sustained camp/event disruption

- Threats of violence, specifically non-foamy violence, such as **but not limited to** gun violence, stabbing, intentional, non-foamy, physical violence (hitting, slapping, punching, kicking)

Attendees asked to stop any harassing behaviour are expected to comply **immediately**.

Racism and Hate

Winter War is a private event. It is not a BMCS-funded or run event. However, it and all of its attendees are obligated to adhere to the Belegarth bylaws during the event and while on site. This includes 13.2.6. (Participants shall)

Create an environment that is welcoming and inclusive of all persons regardless of race, colour, sex, gender identity, age, lifestyle, religion, national origin, sexual orientation, mental or physical ability, or socioeconomic status.

Winter War will observe a **ZERO-TOLERANCE POLICY** for racism and hate speech towards any persons or groups promoting and/or practising animosity, degeneration, harm, or enslavement of other groups of human beings, especially on immutable characteristics.

Persons or groups promoting and/or practising animosity, degeneration, or harm of other entire groups of human beings, especially on the subject of immutable characteristics. Reported instances of racism and/or hate will be treated in the same manner as reported instances of harassment.

Consent

Consent is essential. Consent is required. Consent is **MANDATORY**. Informed, enthusiastic consent is required for any activity.

- When intoxicated, an individual **cannot legally consent**.
- Unconscious individuals **cannot legally consent**.
- **You can withdraw consent at any moment you feel uncomfortable.**
- Just because you consent one time does not mean you consent to any future act.
- **No means NO.** “Maybe” mean NO. “F*** off” means NO, “I’m not sure” means NO, “I’m uncomfortable” means NO, “Don’t touch me” means NO, “Stop” means NO, “I’m not interested” means NO
- **Consent is 100% required at all times.**

Reporting Harassment/Racism/Hate/Breach of Consent

Anyone can report Code of Conduct violations and we encourage any and all attendees/participants to report breaches of this agreement.

If you are experiencing Harassment, Racism, Hate, Violence (including threats of violence outside of simulated combat) please contact a member of the Security team or Event Staff immediately so that the matter can be handled expeditiously.

If you notice or believe that someone else is a victim of any breaches to the Code of Conduct; **please confirm this with the person you believe is being affected before reporting.** Then contact a member of the Security team or Event Staff immediately so that the matter can be handled expeditiously.

Medical Emergencies

In the case of a medical emergency, call 911 or seek out immediate professional medical attention from a member of the medic team. **After you have called 911, please inform Event Staff that Emergency Personnel are en route to the event. Do not leave someone with an emergency alone.** Instead, instruct someone close by to track down Event Staff.

Reporting Safety Concerns

Should you witness a safety concern, please inform the nearest member of the Event Staff so that they may address the safety issue.

Safety Concerns include, but are not limited to:

- Underage Drinking
- Unsafe Fighting
- Downed Electrical Wires
- Suspicious Packages or Objects
- Fallen Trees
- Blocked Roadways

Belegarth Code of Ethical Guidelines

Winter War is a private event. It is not a BMCS-funded or run event. However, it and all of its attendees are obligated to adhere to both Article 4: Membership and Article 13: Code of Ethical Guidelines of the BMCS By-Laws.

The BMC By-Laws Article 4: Memberships States:

- 4.1 Member Rights and Responsibilities
 - 4.1.1 Membership in BMCS shall be reserved for individuals and institutions that support the mission and objectives of BMCS, and agree to adhere to and uphold the BMCS Code of Ethical Guidelines and Policy of Non-discrimination. BMCS shall keep and maintain an official member roster showing all active members entitled to speak and or vote, which shall at least include the members' full names and mailing addresses. Members are responsible for providing their information and any change of mailing address.

- 4.1.2 Participation in BMCS activities at any level is reserved for members and non-members approved by the member hosting the activities.
- 4.2 Non-Members
 - 4.2.1 Only a Member in good standing shall have the privilege of voting, holding office, of nominating and electing the Officers of the organization, and of being a representative at War Council, henceforth referred to as “WC”.
 - 4.2.2 Non-members are those persons who have not agreed to uphold the responsibilities of membership, or for whom membership has been revoked or denied.
 - 4.2.3 Non-members may only participate in activities in which the hosting member has granted explicit permission. This includes but is not limited to events and practices.
 - 4.2.4 Non-members are explicitly barred from attending and participating in BMCS funded events.
- 4.3 Non-Member Participation
 - 4.3.1 Members that choose to allow non-members to participate in their hosted activities assume full liability for said persons.
 - 4.3.2 Hosting members must clearly advertise ahead of time when an activity will allow non-members, and must specifically name the admittance of persons for which membership has been revoked or denied by BMCS.
- 4.4 Automatic Denial of Membership
 - 4.4.1 In accordance with the mission of BMCS and in an attempt to provide a safe environment for its Members, individuals with the following legal status or history will be automatically denied membership in BMCS:
 - 4.4.1.1 Persons who have ever been convicted of or pleaded *nolo contendere* to sexual offences against a minor, or related actions thereof. This includes but is not limited to solicitation of a minor for sexual acts, grooming behaviors or predation, possession, distribution, solicitation for, or creation of child pornography, or sexual exploitation of a minor.
 - 4.4.1.2 Persons who have ever been convicted of or pleaded *nolo contendere* to rape or sexual assault.
 - 4.4.1.3 Persons who have ever been convicted of or pleaded *nolo contendere* to severe violent offences such as murder, attempted murder, assault with a deadly weapon, aggravated assault, or violence against a child.
- 4.5 Procedural Denial or Revocation of Membership
 - 4.5.1 An individual may be pre-emptively denied membership, or have their membership revoked, via the following criteria and procedures.
 - 4.5.2 Criteria
 - 4.5.2.1 A person may be denied or lose membership for the following non-exclusive criteria, and non-listed criteria determined to be in keeping with the spirit of this list by the BMCS War Council:

- 4.5.2.1.1 Sexual offences for which the person may or may not have received a conviction, including sexual harassment, assault, rape, and sexual offences involving a minor.
- 4.5.2.1.2 Repetitive or severe violent offences for which the person may or may not have received a conviction, including but not limited to domestic violence, murder, attempted murder, assault with a deadly weapon, physical assault, or credible threats pertaining to the above.
- 4.5.2.1.3 Known association with or dissemination of extremist views that dehumanize and/or promote violence against any person or group, or are otherwise not in keeping with the BMCS mission statement, objectives, code of ethical guidelines, or policy of non-discrimination.
- 4.5.2.1.4 A person may not be denied or have membership revoked for their political, religious, or social ideology, where those ideologies do not advocate for the dehumanization of or violence against any persons, classes, races, etc., and do not violate Article 2 or Article 13 of these Bylaws.
 - 4.5.2.1.4.1 Persons using such beliefs to actively create unwelcoming environment to other participants, through word or deed, are in violation of section 13.2.6, and should be reprimanded via the guidelines in section 13.3.
- 4.5.3 Procedures
 - 4.5.3.1 The revocation, expulsion, suspension or pre-emptive denial of membership shall adhere to the following guidelines:
 - 4.5.3.1.1 A motion for denial or revocation of membership must include statements supporting the criteria for which the denial or revocation is levied. This may include witness statements.
 - 4.5.3.1.1.1 Witnesses may choose to remain anonymous, but their identity must be disclosed to a member of the BMCS Officers of the accuser's choosing.
 - 4.5.3.1.2 Once seconded, the person for which the denial or revocation is intended must be given at least fifteen (15) days' prior written notice of the pending action against them before a vote may begin. This notice may be part of the twenty-one (21) day voting period and such notice shall contain, in reasonable detail, the reasons for the proposed revocation, expulsion, suspension or preemptive denial of membership. Any written notice given by mail must be given by first class or certified mail sent to the last address of the member shown on the corporation's records or, in the alternative, if a mailing address is not available, then notice shall be provided via email.
 - 4.5.3.1.2.1 An opportunity for the member to be heard, orally or in writing, not less than five (5) days before the effective date of

the expulsion, suspension or termination by a person or persons authorized to decide that the proposed expulsion, termination or suspension not take place. During this time, the person must be granted access to the discussion thread for that motion, either directly or by a BMCS Officer proxy, so that they may present their defense, and answer questions.

- 4.5.3.1.2.2 A person knowingly refusing to acknowledge a notice of pending action will be considered to have declined to speak.
- 4.5.3.1.3 A 3/4 vote in favor of the action, with a 2/3 quorum, is necessary for such a vote to pass.

.The BMCS National By-Laws Section 13: Code of Ethical Guidelines States:

- 13.1 Members of BMCS shall adhere to the following guidelines. Those members failing to do so may be subject to action, as outlined below and in Article 4: Membership.
- **13.2 Members of BMCS shall:**
 - 13.2.1 Promote BMCS in a manner consistent with its mission statement and objectives.
 - 13.2.2 Encourage careful compliance with all applicable laws in regards to the promotion and execution of BMCS activities.
 - 13.2.2.1 This includes ensuring appropriate and respectful use of lands and facilities utilized for any BMCS activity
 - 13.2.3 Encourage other members in upholding these guidelines, the BMCS mission statement and objectives, and the requirements of membership.
 - 13.2.4 Encourage and support prospective and new members of BMCS as they enjoy and become productive and valuable members of BMCS.
 - 13.2.5 Uphold the standards outlined in this document and act within the best interests of the organization and its members to provide a safe and welcoming environment.
 - 13.2.6 Create an environment that is welcoming and inclusive of all persons regardless of race, color, sex, gender identity, age, lifestyle, religion, national origin, sexual orientation, mental or physical ability, or socioeconomic status.
- **13.3 Members of BMCS shall not:**
 - 13.3.1 Advocate destruction of any site or cause damage to any property being utilized for BMCS activities.
 - 13.3.2 Allow their name to be used in support of illegal or unethical activity at any BMCS activity, including practices and events.
 - 13.3.3 Knowingly misrepresent oneself as qualified in matters which could result in harm to the well being or reputation of the organization or its members, such as weapons checker, marshal, medical personnel, or any other position or office at the realm or national level.

- 13.3.4 Violate any applicable laws while at a BMCS event, including laws of local municipalities, states, provinces, territories, or federal governments.
- **13.4 Violations**
 - 13.4.1 If a member has been found to be in violation of Article 13:
 - 13.4.1.1 In the case that the violation occurs at any inter-realm or intra-realm activity, at the their sole discretion, the host(s) of that activity may take any action they deem appropriate and/or necessary including, but not limited to:
 - 13.4.1.1.1 Removal from the field of play
 - 13.4.1.1.2 Ejection from the activity, including events
 - 13.4.1.1.3 A semi- or permanent ban from the host's future activities
 - 13.4.1.2 In the case that the violation occurs at an activity funded and sponsored by BMCS, the event coordinator may take any action deemed appropriate and /or necessary, as above, including ejection from the event and banishment from attending the event the following year.
 - 13.4.1.3 For any situation resulting in a ban of any sort, occurring at any level within the community including but not limited inter-realm, intra-realm, and online activities, the host issuing such punishment must submit to the BMCS Officers, within 90 days, a description of the events and outcomes, the names of the persons involved, as well as the actions taken by the host.
 - 13.4.1.3.1 After receiving this report, the BMCS Officers will review the situation and report its findings to the WC.
 - 13.4.1.3.1.1 The BMCS Officers can, at their discretion, omit the name of victims from the report to the WC.
 - 13.4.1.3.2 WC can review and discuss this report. If necessary, the party applying the punishment should be ready to provide clarification or further evidence at the WC's request. Based on this discussion, the WC may, by a $\frac{3}{4}$ vote, issue warnings and/or semi- or permanent bans from future activities sponsored and funded by BMCS.
 - 13.4.1.3.2.1 Alternative to the issuance of a semi- or permanent ban, WC may also elect to vote on revoking membership as outlined in Article 4 herein. WC may decide to make a motion to recommend that a member be banned from future activities hosted by BMCS realms or other hosts for a set time; those groups that allow the member to attend despite the recommendation assume all risks for that member's participation during the ban period.
 - 13.4.1.3.3 The full discussion and conclusion shall be made publically available for all realms to review and, at their discretion, impose their own restrictions.

The Event Staff of Winter War is dedicated to creating a **fair and expedient** means of dealing with **any and all** instances that are brought to our attention. All attendees will be allowed to share their version of events before any action is taken by the staff.

After all information regarding an incident is collected, staff will decide on disciplinary action if deemed necessary. Winter War Staff will decide on the appropriate course to take **depending on the situation**.

Disciplinary action may include, depending on the severity of the incident:

- Mediation between the involved parties
- Moving individuals or groups to a different campsite
- Removal from the fighting field for a day
- Removal from Nightlife Activities
- Removal from Winter War
- Barred from attending future Winter War events

If the action taken includes Removal from Winter War or a ban from attending future Winter Wars, the Event Staff will report this to the Belegarth War Council per Belegarth National By-Law Section 13. 3 as stated above.

If an incident reported to Staff involves a violation of **any local, state or federal laws**, Staff **will report the incident to the police**.