

One World by Night Code of Conduct

Updated and approved by Council: April 9, 2025

Code of Ethics:

Own the Problem

Work towards a solution

Be communicative and ask for help where needed

No matter your level of participation, you are responsible for your own behavior

Standards:

1. Prioritize Real Life.
 - a. At OWBN, we cherish our volunteer community and understand that real life responsibilities always come first. If you need to reach out to a coordinator regarding a situation, please be assured that they will address your concern within a reasonable time frame. Thank you for your understanding and patience!
 - b. Storytellers (STs), Sub-coordinators (Subcoords), Coordinators (Coords), the Mediation Team, and the Executive Team (Exec) [Herein referred to as Participants] are not available 24/7.
 - i. It is neither acceptable nor fair to expect them to be available within their position outside of office hours or games/events which they are overseeing.
 - c. Although there is no "game emergency", volunteers are expected to be considerate of the time of others as well; if something arises wherein the volunteer cannot keep prior commitments to scenes or events, they should immediately get assistance and do what they need to do to ensure that their obligations are covered.
2. Being a part of OWBN is a privilege, not a right. Our community thrives on mutual respect and the spirit of volunteerism. We kindly ask everyone to respect each other's time and efforts, refraining from making demands.
 - a. A "demand" refers to insisting or pressuring others to take immediate action, which can disrupt the collaborative and supportive atmosphere we value. This extends to ALL Members, including Players, Staffs, and Coordinators. Remember, we are all here to enjoy and contribute to this fantastic community, and mutual respect ensures a positive experience for everyone
3. All Members (Volunteers and Players alike) are responsible for managing their well-being. Members should take breaks as needed for physical or mental health. Requests for accommodations will be reviewed and treated with respect.
4. OWBN strives to be an inclusive environment for all people, no matter race, ethnicity, national origin, ancestry, gender, sexuality, religion, level of ability, other identity, or creed.
 - a. This includes any/all interactions including but not limited to OWBN Facebook Groups, Live Games, OWBN Discord servers, and OWBN Email/Google groups.
 - b. Reasonable accommodations can be requested, and when possible applied.
 - c. This does not overrule a Chronicle's right to bar someone from playing.
5. All Members (Volunteers and Players alike) will be courteous, respectful, and professional in their out-of-character (OOC) interactions with each other.
 - a. If there is a conflict between individuals, they may choose to seek out a third-party (a ST, CM, or Exec), go to the Mediation Team to reconcile their differences or do their best within the confines of OWBN to avoid interactions with each other.
 - b. Players and Volunteers are free to disagree about things, but those disagreements must be handled in a mature and direct fashion. Examples of inappropriate ways of handling disagreements include making derogatory remarks about the other party publicly (including on social media and/or Discord), using deliberately inflammatory language in discussions, and starting rumors about another party's motivations or actions. Vague posting is also included in this.
6. Whenever a player or volunteer is uncomfortable with a situation, either in-character (IC) or out-of-character, they have the right to step away without guilt or recrimination (also called Black carding out). If there are consequences that must be faced in that situation, in character, accommodations will be made to alleviate the discomfort of all involved. The player or volunteer may select someone to represent them going forward, agree to narration of IC consequences, or simply request to step away to collect themselves for a few minutes.
7. Everyone is responsible for their own behavior, no matter the provocation or reason. It is up to the individual to apologize sincerely for any poor conduct on their part towards other players and volunteers.
8. The (Live Action Role Playing) LARP community, and in particular the World of Darkness LARP community, has a lot of overlap between organizations. We all share a responsibility to make our community a fun and safe place. Not all of these communities have a unified definition of what is actionable disciplinary action, however OWbN Participants should feel welcome to bring situations to the Executive team for review.

Unacceptable Behavior:

1. At no time should any Member in OWbN experience physical contact of any kind without the expressed consent of all parties involved. If there is any question or doubt that a Member has consent, other members should proceed as if the consent was not given.
 - a. "No" is a full sentence
 - i. Members have the right to remove their consent for any, or even no, reason mid-scene prior to or during any physical contact. They don't have to justify why they are refusing or withdrawing consent.
 - b. There should never be a situation where any Member needs to touch another member for in game reasons by surprise. Any physical contact should only be done with explicit prior consent.
 - c. Please understand that accidents can and will probably happen. For example in the case of accidentally bumping into someone in a narrow hallway or entering/exiting a room. In this case an apology should be made to show the unintentional touch/ contact.
2. Bullying of any kind up to and including threatening IC or OOC repercussions to another Member to discourage them from speaking to their ST staff, CM, Mediation, or Exec regarding their complaints or concerns or inquiries can receive local and/or org-wide disciplinary action for the interference.

- a. This includes reaching out privately to CM's to get them to change a prop or how they are voting without first getting permission from the CM.
 - i. This also includes pushing your own agenda, with using bullying tactics or threats to "get your way" .
- 3. Harassment of any kind is not allowed.
 - a. Harassment comes in many forms, and attempting to quantify them all leaves the door open for potential abusers to seek out loopholes or exploits.
 - b. If you believe you are being harassed or made uncomfortable (on any OWBN Facebook Groups, Live Games, OWBN Discord servers, and OWBN Email/Google groups), individuals are encouraged to seek out a Staff member or player rep/CM (if at a live or discord game), Exec or Mediation Team member.
- 4. Bullying, harassment, intentional misrepresentation, or similar actions of players and volunteers will not be tolerated in or out of game spaces. Doing so will be grounds for Disciplinary Action.