

Isles of Darkness – Equality and Wellbeing Policy

Equality Policy

The IoD recognises that many individuals and communities experience unlawful and unfair discrimination and oppression on the grounds of their gender (including transgender and transsexual people), relationship or marital status, race or ethnicity, disability, sexual orientation (because they are lesbian, gay, bisexual or heterosexual), pregnancy or maternity, age, HIV status, language, background, faith or religious belief, physical appearance and political opinions.

We believe that equality for all is a basic human right and actively oppose all forms of unlawful and unfair discrimination. We celebrate the diversity of society and are striving to promote and reflect that diversity within this organisation.

If any member feels that the society, or any volunteer, is not following this policy, then we ask that they contact a Wellbeing supporter or the Society Lead in order that any situation can be addressed, and corrected. Breaches of this policy will be dealt with on a case by case basis.

Wellbeing Policy

- Real-world discrimination and violence is unacceptable in all forms in the IoD.
- It is expected that IoD members will treat each other considerately online and in person.
- Out Of Character welfare is always more important than what is happening In Character.
- Members are expected to follow guidance from society volunteers regarding conduct and wellbeing.
- “Seduction mechanics” are not permitted. Social mechanics improve character’s opinions but do not affect romantic or sexual attraction.
- Storytellers are expected to discuss sensitive plots with players before running them. It is normal practice to ask players about topics they find uncomfortable.
- Ask for consent before engaging in physical contact (grabbing/hugging etc.)

Consequences

- The Society Committee have the power to sanction or remove members for breaches of the conduct and wellbeing policy.
- The Society Committee may refuse membership if they have grounds to believe the prospective member will not comply with this Policy.
- Wellbeing Supporters are able to ban members from the rest of a game/game day on the spot if they do not follow guidance regarding conduct.
- Member safety is a priority and deciding factor for In Character or Out Of Character Conduct issues.

Asking for help

- If you do not feel able to approach a Wellbeing Supporter in person at a game please feel free to contact them on a messenger service on your mobile, all Wellbeing Supporters are happy to be contacted in this way.

- If there are no Wellbeing Supporters present, you can approach any IOD volunteer and they will help you get the support you need/support you in that situation however they can.

Children at Games

In line with our Equality Policy, children of Isles of Darkness members are permitted to attend Isles of Darkness events subject to the following conditions:

Children are only permitted at games if the venue allows under 18s to be present. There is no requirement for DCs to look for child-friendly venues for games (but are encouraged to consider options should parent players make requests/offer suggestions)

Children attending the game should not be the norm and only happen at times where no other options are available. If a child is present at more than 1 game in a 3 month period, the parent/legal guardian will be reminded by the DC that they should be making arrangements for childcare.

Children of all ages must be supervised by their parent/legal guardian at all times. It is the responsibility of the parent/legal guardian to ensure that their child is kept away from inappropriate language and themes, and that their child behaves appropriately Children of Isles of Darkness members are covered by our insurance as long as they are supervised.

Breastfeeding infants up to 26 weeks may accompany their mother into the IC area but must be removed if they are noisy or disruptive or at the specific and reasonable request of any other player or ST at the game in question. The presence of any infant must be OOC. If any member feels unable to approach the mother directly about a disruptive infant they should speak to the ST or C chain present.

Players are not required to moderate their language or behaviour if children are at games or events, but are asked to show courtesy and allow parents time to remove their child from the room.

If players are concerned about a child being disruptive, or are uncomfortable with the themes or language they are using around the child, they should request that the parents remove the child, or speak to the ST or C chain.

Please note that we will not turn away parents with children unless the venue does not allow children to be present, however this is meant to be a solution for when childcare arrangements change at short notice and not a replacement for childcare.

If you have any queries or concerns about this policy or would like to talk to a volunteer, contact wellbeing@islesofdarkness.com