

# Krigslive 21

# Code of Conduct

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## Code of Conduct

Krigslive brings together many different role-players from all parts of the country, and even the far abroad. All of these players have their own cultures and norms of behavior and gaming on a daily basis. When we meet so many different people, disagreements can arise about what behavior is (un)acceptable. To lay a common foundation for how we play together, we have written this *Code of Conduct*. We expect everyone to comply with these rules. Feel free to contact the organizers if you have questions or need more information.

### General principles

The general principles are the starting point for good behavior at Krigslive. These are not ultimate requirements, but guidelines that we expect everyone to try to live by.

- ☠ **Go for the role, not the player:** If you want to be an asshole to someone as part of the role-playing game, remember to be an asshole to their role and not the player behind it. Use terms that relate to their role, such as their rank, unit, in-game origin, or their actions in the game, instead of statements that relate to the player.
- ☠ **Speak up - and respect when others say no:** Unfortunately, we can't always read each other correctly. If someone has overstepped your boundaries, speak up! If someone asks you to stop or change your behavior, respect it.
- ☠ **Assume the best and speak nicely:** Often, conflicts are rooted in bad luck and misunderstandings. Keep this in mind when dealing with conflicts, even though it can be difficult.
- ☠ **Try to resolve the conflict yourself:** If a conflict arises, first try to resolve it yourself through respectful dialogue with the other party, and only involve organizers or staffs when the conflict cannot be resolved one-on-one.
- ☠ **Yes, means yes:** Before initiating intimate contact with another person to Krigslive, it is your responsibility to obtain their explicit consent.

### Unacceptable behaviour

In addition to the above calls, there are some types of behavior that are not acceptable to Krigslive.

- ☠ **Offgame violence and threats:** Violence or threats of offgame violence do not belong at Krigslive. This also applies during combat, where all combat must take place through soft role-playing weapons.
- ☠ **Sexual Violence:** Play and conduct that involves or treats rape, sexual violence, coercion or threats thereof are not part of Krigslive, either before, during, or after the game.
- ☠ **Racism, sexism and homophobia:** Krigslive is a hub for diversity, and this must be safeguarded. Therefore, it is unacceptable to ridicule or speak disparagingly to and about other participants on the basis of their gender, gender identity, sexuality, ethnicity, religion, body shape or cultural roots. The organizers' version of the Warhammer world is gender-neutral, and homophobia and transphobia do not exist. All of the above rules apply both ingame and offgame - with the proviso that you are still allowed to "*Go for the role, not the player*".
- ☠ **Alcohol and drugs:** You must not be under the influence of alcohol or narcotics, in such a way that you are a nuisance or danger to other participants. Danish legislation must be complied with at Krigslive, and the use of euphoriant substances is therefore prohibited.
- ☠ **Warnings and exclusion:** The organizers and designated responsible persons (e.g. staffs) reserve the right to exclude participants from the event if they repeatedly or in a serious manner violate the Code of Conduct. As a general rule, we will try mediation first and give a warning before exclusion is considered.

## Conflict management related to combat

At Krigslive, we are many hundreds of people on the battlefield, and situations will arise that create conflicts or bad experiences. Therefore, it is important to handle the conflicts in a good way.

- ☠ **Intensity of battle:** If your opponent thought the fight was too hard, then it was too hard. We can't always agree on the level, and therefore we have to adjust the intensity down to those we are battling.
- ☠ **Self-regulation:** If you find that your own unit went too hard for the fight, failed to count hits, was out of formation, or otherwise contributed to a bad experience - then it's better that you call out your friends than that your enemies have to do it for you. Don't spend energy on keeping an eye on whether others are following the rules - focus on yourself and your friends instead.
- ☠ **Say thank you for the fight:** If you fear the fight was too hard, ask your enemies if they're okay.
- ☠ **Acknowledge bad blows:** If you hit someone in the head or hit too hard, look the enemy in the eye and ask if they're okay. If you make a blow that inflicts enough damage for the enemy to leave the fight (e.g. heavy headbutt), you must also leave the fight and ensure that they have the necessary help. Don't run back in the line afterwards.
- ☠ **Take the conflict after the game:** Nothing escalates a conflict like two people shouting over the lines and making a mess of each other. If you get angry or aggressive during combat, leave the fight and go to your unit commander afterward. You can ask nicely if the others can slow down if it feels that the fight is too hard.
- ☠ **Use the unit manager:** Only unit leaders (or a designated person in charge) will pass on complaints to other unit leaders. The unit leaders will be better instructed on how to handle conflicts and a clear chain of command prevents misunderstandings. The task of the unit leaders is to find a solution together so that the conflict does not escalate. If the unit leader is angry and/or agitated, another selected person should be in charge of the talk.

- ☠ **Talk about the complaints together - and accept them:** Every time your unit receives a complaint; it must be passed on to everyone in the unit. There is no need to discuss whether the complaint is valid; It is always valid. In almost all conflicts, both sides have contributed to the conflict, and therefore both sides must be ready to fight more nicely at the next skirmish.
- ☠ **Not everything should necessarily be passed on as a complaint:** There will always be minor accidents, such as blows to the head or violations of the formation rules. Unit managers should consider whether it is necessary to pass on all accidents as complaints, or whether minor problems can be disregarded so as not to escalate a minor conflict into a major one.

## The conflict ladder

If conflicts arise during the event, the units are expected to use the conflict ladder below.

- ☠ **Step 1:** Try to resolve the conflict yourself. If the conflict has occurred in connection with a fight, this is always handled between the unit leaders according to the principles described in the rest of the Code of Conduct.
- ☠ **Step 2:** If the problem persists and the parties cannot reach an agreement themselves, then two additional people are involved as mediators. Use someone who is trusted and who does not have an appeal in the conflict. For example, it could be an Ober Captain or a unit leader from a completely different unit. The two mediators and unit leaders meet together and try to resolve the conflict again.
- ☠ **Step 3:** Involve the general staff. If the conflict still cannot be resolved, then the staffs and perhaps the organizers are involved. The staffs themselves assess who should participate in a meeting between the partners again, and whether it is necessary for the organizers to engage in the situation. It is only serious conflicts that are raised to the staffs or organizers. Decisions of the staffs and organizers must be complied with and respected regardless of the outcome.

## Examples of good conflict management

In this section, a few examples of conflict management based on the requirements of the Code of Conduct are inscribed.

**Example A - Inappropriate choice of words:** One evening, members from two units sit and share a few beers while talking about the day's skirmishes. "Aragorn" has drunk too many beers, and says something condescending about the gender of the other units. "Arwen" doesn't think the sexist statements are funny. Arwen politely and calmly points out that this is not how we play at Krigslive, and that sexism is not acceptable - as described in the Code of Conduct. Aragorn doesn't like being called out and is about to start arguing, but his friends stop him. The friends tell Aragorn that Arwen is right and that he had better sleep off his intoxication. The next day, his friends talk to him, and he stops by Arwen's camp and gives an unreserved apology for his bad behavior. The apology is accepted. Aragorn limits the amount of beer for the rest of the event, and thereby avoids making a fool of himself again. The conflict has been handled, and nothing more will come out of the situation.

**Example B - Minor conflicts in battle:** The unit "7. Ostermark" experienced that during combat with the unit "3. Ubersreik", they seemed to not count their hitpoints, and there were a lot of shots to the head. The unit leaders have not spoken to each other, but a few privates from Ostermark have passed on complaints to random enemy soldiers. The mood in Ostermark has become quite bad, which is why the unit leader contacts the unit leader from Ubersreik during a break. The unit leaders have a calm talk, and it turns out that Ubersreik's soldiers have experienced the same thing - but they do not believe that it has been a cause for complaint. Ubersreik thinks "shit happens. We've still had a good time". The unit leaders agree that both units could have done better - and next time the pace will be slowed down. They each go back individually and talk to their units and tell them about their agreement. The next time they meet, the units pause before engaging each other, and the unit leaders remind their own people that it has been agreed to fight slowly and safely. When everyone focuses on fighting nicely, there are significantly fewer accidents. The units shake hands after the match and thank them for the good play. The conflict has been handled and the play can continue without problems.

**Example C - Physical violence:** The unit "10. Mootland" is flanked by two units with their backs to a tree line. The two enemy units shout for Mootland to surrender (which you are not allowed to do according to the combat rules) because the battle is becoming dangerous. Because the enemy shouts "surrender!", confusion ensues among Mootland's ranks. Some try to shout "we surrender" because one of the soldiers from Mootland has fallen and is about to be stepped on by his own. At the same time, other Mootland's people fight on undeterred. In the confusion, the safety commands do not go through. In frustration that the enemy is not listening, a soldier from Mootland runs out of the lines, and physically pushes the enemy back, all the while shouting aggressively and condescendingly offgame. Only then does the fight stop.

The units go their separate ways; And the unit managers talk to each other. They are both frustrated by the other unit's actions, and since they are still elated by the fight, they spend more time yelling at each other than solving the problem. Later in the day, during the break, Mootland grabs hold of the other unit leaders again; now with a mediator who is not with Mootland. The other units do the same. With three neutral mediators, they quickly figure out what happened in the situation. They talk through the incident and agree that it should not happen again. They go through the safety commands together, and will do the same with their own people.

However, the enemy units are not comfortable with the soldier who physically pushed people back - and there is no consensus on what should be done. Therefore, they are contacting the staffs, who involve the organizers. Organizers and staffs have a talk with all parties, and then give the soldier a warning; If it happens again, he will be excluded from the LARP. You must not use violent physical force offgame, not even when frustrated and in a dangerous situation. The unit leaders then gather their own unit in the camps to talk about the situation. Organizers participate in each camp to clearly clarify how the security procedures work for Krigslive - and that they are expected to be complied with going forward without further problems. There is still a bit of unease about the other units, but unit leaders and organizers are insisting that the game should continue normally. The unit leaders make sure to talk to each other after each match for the rest of the event and towards the end, there is agreement that the others parties are actually good folk.