

Oxford LARP Society - Disciplinary Actions Policy

Adopted 27/02/2022

1. Application

1.1

The Disciplinary Actions Policy of the Oxford LARP Society (OLS, henceforth “the Society”) provides possible Disciplinary Actions that may be taken under section 12 of the Constitution.

1.2

As per the Constitution, once agreed this Membership Policy may only be modified by agreement at a General Meeting.

1.3

The Actions set out in this Policy are not the only Disciplinary Actions available, and the Committee may always decide on other courses of action. These actions are presented as suggestions, to give effect to Actions which would otherwise conflict with other Policies, and to set expectations for what may generally be possible.

1.4

These actions may be entered into voluntarily as part of informal resolution of issues per the Conduct and Themes Policy.

2. General Power to Refuse Attendance

2.1

Any Committee Member or Game Organiser (e.g. head ref, GM for a weekly linear) has the ability to refuse attendance to a single society event. For Game Organisers this extends only to the games they are running.

2.2

All such decisions and their reasons must be reported to the Committee.

2.3

Where this is being used excessively for matters that should be handled under section 12 of the Constitution or another Policy, the Committee may limit this power at their discretion. Abuse of this power can be grounds for disciplinary action, but a single use against a particular person should not generally be considered abusive absent other factors (e.g. clear use to gain in-game advantage, clear conflict of interest).

2.4

In the event that the same person is refused attendance multiple times, the Committee will decide whether either a restriction of such power or disciplinary action against the person is appropriate.

2.5

Where attendance is refused, any per-event fee should also be refunded from the treasury.

3. Record Keeping

3.1

A record shall be kept by the Committee of any disciplinary actions, and a summary of the reasons behind them and any reviews of the actions.

3.2

Names in the record other than those of the person(s) affected by the action will be anonymised on request.

3.3

The list of actions or a subset thereof, but not the reasoning, may be provided to game organisers on request.

3.4

Game organisers may submit attendance lists to the Committee to check for conflicts with previously decided actions.

3.5

Such records will be available to the Committee, and may be shared as required to give effect to disciplinary actions or to improve safety at other games.

4. Actions Affecting a Single Person

4.1

The actions in sections 5 to 8 have a direct effect on only a single person.

4.2

These are generally appropriate where there is a disciplinary issue primarily involving the behaviour of one person.

4.3

Responsibility for enforcing these actions rests with the Committee (primarily the Chair), and Game Organisers, or others as delegated by the Committee when the action is decided upon.

5. Termination of Membership

5.1

Termination of membership may be enacted as set out in the Membership Policy.

5.2

Termination of membership also results in a ban from Society Events, and from at least the Internal Communication Platform.

5.3

Reversal of the decision resulting in the disciplinary action will result in the subject being eligible for membership again, and a reversal of the ban from Events and IT services.

6. Refusal of Membership

6.1

Where disciplinary action concerns someone who is not yet a member, they may be pre-emptively refused membership.

6.2

This would generally result from reports of behaviour outside of Society Events regarding someone likely to attend Society Events.

6.3

A refusal of membership also results in a ban from Society Events, and from at least the Internal Communication Platform.

6.4

A refusal of membership need not be communicated to the affected person, unless there is a strong likelihood of them attending Society Events.

6.5

In the case that the affected person attends an event prior to any such communication, a communication should be made at the earliest reasonable opportunity, balancing the potential for disruption and risks to safety resulting from either their attendance at a single event or communicating the refusal in person. Such communication should be made by the Chair in writing at least within one week of the Committee becoming aware of their attendance at an event.

7. Refusal of Attendance to Specific Events

7.1

The Committee may decide to refuse attendance by a person to a specific subset of Society Events.

7.2

This may be used, for example, where a person has demonstrated that they cannot fight safely in melee LARP combat, to exclude them from linear LARP.

7.3

The affected person will be given the option to surrender their membership for a pro-rata refund. Such a surrender of membership would not result in a ban from other events or removal from IT services.

7.4

Where the category of events specifies events attended by a specific other person, see section 10.

8. Limitations on Activities

8.1

The Committee may decide to limit the activities a person can undertake at events.

8.2

Examples of such activities may include “playing a healer”, “being a Game Organiser” or “being alone with only one other person in a room”.

8.3

Any such decision should delegate at least one other person to monitor the affected person, and set out the effects of a breach of the limitations (usually termination of membership or a refusal of attendance to specific events).

8.4

Strong consideration should be given over whether one of the other actions above would be more appropriate, bearing in mind the potential harms from a breach.

8.5

Where the limitation on activities involves limiting interactions with a specific other person, see section 11.

9. Actions Affecting Multiple Persons

9.1

The actions of sections 10 and 11 have a direct effect on multiple persons.

9.2

These should generally be used in the case of personal disputes which cannot be resolved by those persons, but which do not otherwise amount to a breach of policy by either person or a likelihood that policies will be breached despite the restrictions.

9.3

These actions should not normally be withdrawn without the consent of both parties, even if the originally requesting party requests review.

10. Alternating Event Attendance

10.1

The Committee may decide that two or more persons may not attend the same events.

10.2

This should generally come with some guidance as to the schedule, e.g. “alternating weeks of Saturday LARP”, or “person A attends Saturday LARP, person B attends freeform events”.

10.3

Any affected person may request modification of the schedule, and the Committee may delegate someone to handle these requests.

11. Interaction Bans

11.1

The Committee may limit the interactions between two or more persons at Society Events. In general, this has the effects of a request not to roleplay with another person per section 5 of the Conduct and Themes Policy.

11.2

For larger events, this may be preferred over “Alternating Event Attendance”. For smaller events, Alternating Event Attendance will generally be preferred unless there is a reason for the ban to only limit specific interactions (e.g. “A cannot play in an adventure that B GMs”, or “A and B cannot be in the same player party”).

11.3

Affected persons have a duty to disclose such bans to the game organisers for any events attended. Game organisers should make any reasonable effort to avoid forcing interaction between the affected persons, or should communicate that such interactions cannot be prevented.

11.4

All parties to an interaction ban bear equal responsibility for reducing their interactions, and for ensuring that other parties have options to engage with the events that both attend.