

Way of the Sword Combat Sports
Anti-Harassment Policy, Reporting,
and Disciplinary Actions

Anti-Harassment Policy

The Organization's definition of harassment may not align with legal definitions of harassment. In other words, the legal expectations of tangible proof are not necessary for the Organization to take action upon a complaint. Way of the Sword Combat Sports has a zero tolerance policy for harassment of any kind. Harassment of a participant may include, but is not limited to:

- Verbal comments, displayed images, or gestures that denigrate individuals based upon gender, gender identity/expression, sexual identity, disability, physical appearance, body size, race or ethnicity, age, religion, political beliefs, philosophies, geographic origin, or socioeconomic status, or pregnancy.
- Physical or verbal intimidation or abuse
- Stalking
- Body policing
- Non-consensual photography or recording
- Inappropriate physical contact or proximity
- Non-consensual sexual acts
- Inappropriate sexual attention, whether verbal or physical, or unwelcome attention, especially after being asked to stop
- Inappropriate physical attention related to, but not limited to: gender, gender identity/expression, sexual identity, physical ability or restrictions, physical appearance, body size, race or ethnicity, age, religion, geographic origin, socioeconomic status, or pregnancy.

This harassment policy applies to both in-person and online activities. Participants asked to stop any harassing behaviors are expected to comply immediately or face disciplinary action.

Reporting Harassment

If a person engages in harassing behavior, the Organization will take prompt action in any form deemed appropriate, including expulsion from Events, Programs, and Functions with no refund. Our policy applies to EVERYONE at the event; participants, staff, volunteers, guests, members of the media, or instructors are all subject to our Anti-Harassment Policy.

Anyone can report harassment. If someone's behavior has made you uncomfortable, or if you witness the same happening to someone else, you should immediately contact an appropriate staff member or organization admin, or by sending an email to wayoftheswordarbiter@gmail.com or wayoftheswordoffice@gmail.com. If necessary, we will contact local law enforcement, provide escort, offer a safe place, or otherwise assist those experiencing harassment to make sure they feel safe for the rest of the event.

Before an event: If you, or someone you know has been harassed by someone and you are concerned for your own safety or the safety of the community should this person participate, please speak up by emailing wayoftheswordarbiter@gmail.com or wayoftheswordoffice@gmail.com. Members of the organization's admin monitor this email and keep all reports strictly confidential. While first-hand reports are preferred to avoid hearsay, we recognize that some may have legitimate fears of retribution which may cause them to refrain from self-reporting. In these cases, please report concerning behavior on behalf of a friend, in as specific terms as possible while protecting the identity of the victim, as necessary.

During an event: If a violation of the Code of Conduct transpires, please seek out one of the organization's admin or event staff. They will have instructions for how to proceed.

After an event: We prefer that action is taken during an event, but should you have concerns after an event is over that you feel organizers should be aware of, please email wayoftheswordarbiter@gmail.com or wayoftheswordoffice@gmail.com and a member of the organization's admin will follow up.

Possible Disciplinary Steps for Violations

Our organization aims to treat reasonable misunderstandings between participants as occasions to educate and seek understanding, changes in behavior, and an increase of trust. A typical process involves education, warning, watching, and giving a person a chance to apologize, realize, and make a change. Notwithstanding the above principle, however, an organizer may take other disciplinary actions that they deem necessary. Disciplinary action will be decided on a case-by-case basis based on the circumstances of the offense, the result of the investigation, and the judgment of the Safety Committee based on the guidelines below. Disciplinary steps are organized into three levels based upon the severity of the violation. Each violation will be logged in a secure location only accessible by organization admin members.

Level 1: Monitoring the individual in question, pulling the individual aside to discuss the violation, and/or issuing verbal warnings.

- For example:
 - A participant makes an off-color remark about the Holocaust that another participant finds offensive. Event staff or organization admin pulls the individual aside to ask for greater sensitivity and awareness in future discussions. Event staff or organization admin may choose to monitor the attendee’s behavior for the rest of the event.
- Ways to avoid such incidents:
 - Avoid making comments that might offend or otherwise hurt people, especially individuals from marginalized groups, even when intended as a joke. If confronted about something you have said, take responsibility, apologize, correct, and continue. Err on the side of caution and respect.

Level 2: Restricting the individual’s activities based upon the report.

- For example:
 - A participant repeatedly makes unwanted romantic advances toward another individual. The individual does not wish for the participant to be ejected, nor are they interested in discussing the situation with the other participant, but instead requests space. Event staff or organization admin pulls the participant reported as in violation aside and asks that they refrain from interacting with the other individual for the rest of event, except when absolutely necessary.
- Ways to avoid such incidents:
 - Avoid remarking on an individual’s personal appearance in a sexualized manner, maintaining close physical proximity unless explicitly invited, or making otherwise romantic overtures without overt reciprocation, such as a statement of interest from the individual. Err on the side of caution and respect.

Level 3: Removing the individual from the event and, potentially, from future events organized by The Cultural Creative’s Society, Inc or Way of the Sword Combat Sports, or its online communities.

- For example:
 - An organization admin is given sufficient information to believe that an individual has abused or harassed another member of the community. This abuse may have occurred in the past, online, or during an event. The organization’s admin chooses to revoke the registration of the accused before an event or remove them from the premises during an event.
- Ways to avoid such incidents:
 - Avoid behaving in ways that others might consider harassing or abusive, such as insults, physical intimidation, or unwanted sexual advances. Do not touch another player without their overt and audible consent. Do not assume your level of comfort with such behavior is the same as that of others. Err on the side of caution and respect.

Individuals who violate the above policy during an event, program, or function are not eligible for a refund. Attendees who are asked to leave the event as a result of violating this policy must do so immediately with an escort, and will have no further interaction with participants before departing.

Participant Agreement and Signature:

I have read and understand the above, and I agree to abide by this policy during my participation in all Way of the Sword Combat Sports events, programs, or functions.

Signature	Date Signed
Signature of legal guardian if under 18	Date Signed

If under 18, this form must be notarized in the area following: