

# **NADF Code of Conduct and Disciplinary Proceedings**

## **Section A - Application**

- (1) The provisions of *Section B - Code of Conduct* (henceforth COC) govern the behavior of attendees at any and all NADF-recognized functions, including but not limited to tournaments. Any function seeking the recognition of the NADF must abide by the provisions of *Section B*. This COC must be applied by the Organizer/Tournament Director throughout the duration of the event.
- (2) The provisions of *Section B* should, at a minimum, be included in any copies of the Tournament Rules, announced at the beginning of the tournament, and made available for any interested parties to review.
- (3) Tournament Directors may add provisions to *Section B* for the purpose of their specific event. No provisions from *Section B* are to be removed, replaced, or ignored by any TD running an NADF-recognized event.
- (4) Any changes to this document, including the Code of Conduct, are to be the exclusive purview of the NADF President and Board.

## **Section B - Code of Conduct**

The NADF is committed to providing a safe and welcoming environment for all players, volunteers, and friends associated with every event. We may be competitive, manipulative, and even dastardly, but we are all here to have fun.

The NADF recognizes that Diplomacy is an emotional game. Tensions may run high and betrayal is all but inevitable. Nevertheless, there exist some norms of civilized behavior that should be respected at all events, on and off boards. At all times for the entire duration of NADF-recognized functions, whether during games or not, every participant should:

1. Treat everyone with respect, regardless of race, gender identity, sexual orientation, religion, age, or any other category of personal identity;
2. Refrain from behavior that disturbs the ability of other participants to enjoy themselves or that disrupts activities, including those unrelated to the competition, including but not limited to verbal abuse, threats of violence, unwanted physical contact, and unwelcome sexual attention;
3. Safeguard the integrity of the competition by making good faith efforts to follow the rules.

Players are encouraged to report any believed violations of the above provisions to the TD or a designated representative. All communications will be handled confidentially. The TD or his/her representative will mediate in good faith and take whatever action he or she deems appropriate to resolve the situation, including pausing a game, censuring players, or requiring players to leave the event without a refund.

Any attempt to abuse the COC in order to gain advantage in any competition will be considered a violation of the integrity of the competition and should be referred to the TD or his/her representative for review.

All violations of the COC will be reported by the TD to the NADF for review. Egregious or serial violations may result in additional action by the NADF. Event attendees may report concerns about COC violations, whether by the TD or other attendees, directly to the NADF by emailing: [nadfboard@gmail.com](mailto:nadfboard@gmail.com).

### Section C - NADF Community Standards Protocol

- (1) Any and all allegations brought to the NADF's attention will be reviewed by the NADF President and Board for possible referral to an NADF Community Standards Committee.
  - (a) Should the NADF President and Board decide the allegation is minor, they will engage in efforts to mediate and resolve the dispute between the two parties if deemed necessary. The NADF Board and Tournament Directors should proactively work toward fostering a culture of effective communication and conflict resolution skills in the Diplomacy community
  - (b) The NADF President and Board may accept the TD's statement of events with no further review or information; however, the sanction resulting from this may not exceed a warning to the player in question
  - (c) The NADF Community Standards Committee (CSC) consists of three members appointed by the NADF President.
  - (d) A new Community Standards Committee will be created for each review, and dissolved upon the conclusion of that individual review
  - (e) The members of the CSC shall consist of: one TD who has run an NADF event within the past 12 months (other than the TD of the event where the allegations arose); one member of the current NADF board other than the President; and one other party.
  - (f) Whichever TD serves on the CSC must abstain from their voting role in the Tournament Committee for that particular review.
- (2) A record of all alleged violations brought to the NADF's attention will be retained in a Google Docs archive managed by the NADF for a period of 24 months. Should an alleged violation be referred to the CSC, the retention policy will be as described in *Section C.5(e)*.
- (3) The CSC determines which allegations deserve further handling beyond any action taken by the TD or Organizer; these should be limited to situations of serial COC violations across multiple tournaments by the same party, and/or an egregious single violation of the COC. The CSC will review only alleged violations of the COC as described in *Section B*.
- (4) The CSC reviews all available facts, including statements from the TD, offended parties, the alleged offender, and any witnesses who wish to speak with the CSC.

- (a) The facts and statements, including a response by the respondent, will be gathered by the President or another member of the NADF Board prior to the review, then presented to the CSC in neutral language.
  - (b) The CSC may also consider prior conduct in Diplomacy spaces, both within and outside of NADF sanctioned events including those played online, in-person or via any other format. The NADF Board member tasked with gathering evidence should include information about non-NADF conduct in their report
- (5) Upon the conclusion of its review, the CSC shall make a determination as to the appropriate sanction (if any).
- (a) The CSC's recommendation must be agreed upon by at least two of the three CSC members.
  - (b) Should the CSC determine no sanction is necessary, or if the CSC is unable to reach an agreement per *Section C.5(a)*, all documents will be stored in accordance with *Section C.5(e)*, a notice of the result will be provided to the NADF Tournament Committee (see *Section D*), and the matter will immediately terminate.
  - (c) The CSC's recommendation, and reasoning for it, shall be in writing.
  - (d) If the CSC determines that Section B of the Code of Conduct was violated, they should explicitly name which rule was violated in their written recommendation
  - (e) In some cases, the Tournament Committee (see: Section D) may request the CSC to revise their recommendation. The Tournament Committee will provide their reasoning to the CSC in writing, and the CSC will have 7 days to consider that request and issue a revised recommendation. This will be the final recommendation.
  - (f) A copy of the recommendation(s), and all documents, statements, and other materials gathered in the course of the CSC's review, will be stored in a Google Docs archive created for that purpose and managed by the NADF.
  - (g) All documents pertaining to the alleged violation and the CSC's review will be stored for the length of the sanction imposed (if any), but at a minimum for 24 months, and then deleted. If no sanction is recommended, the materials will be stored for 24 months and then deleted.
- (6) The CSC shall present its recommendation to the NADF Tournament Committee (TC) for ratification (see *Section D*).
- (7) The sanctions available to the CSC are:
- (a) A written statement of zero tolerance for further inappropriate behavior;
  - (b) A suspension of a player's NADF tournament privileges for up to one calendar year;
  - (c) A suspension of a player's NADF tournament privileges for more than one calendar year (reviewable by a newly-constructed CSC at 12 month intervals at the request of the suspended party);
  - (d) A permanent ban from attending NADF sanctioned events (reviewable by a newly-constructed CSC at 12 month intervals at the discretion of the NADF President and Board)

Section D - Tournament Committee

- (1) The Tournament Committee (TC) shall consist of a representative from each NADF-recognized event which has taken place within the past 24 months.
  - (a) Any dispute as to who the correct representative for a tournament is will be settled by the NADF President and Board.
- (2) A recommendation for sanction by the CSC must be ratified by a two-thirds majority of the TC within 14 days after it is provided to the TC.
  - (a) A failure to ratify the CSC's recommendation within 14 days will result in a default rejection of the recommendation and a termination of the sanction process.
  - (b) If the TC requests a revision from the CSC, the 14 days will pause while the CSC considers that request.
- (3) The TC may discuss the CSC's recommendation, but may not make any changes to it.
  - (a) Once per review process, the TC may request in writing that the CSC reconsider and revise their recommendation. The reasoning for this request should be included in writing.
  - (b) Once the final recommendation has been received by the TD, it must be ratified or rejected in its entirety.
- (4) Abstentions from the TC's vote are to be counted as votes *against* the CSC's recommendation