



Chillblast Championships x Warwick – Code of Conduct

Our fundamental objective is to bring our passion into fruition to create and provide meaningful and positive change and community around grassroots esports, charity and university esports. We aim to create a safe and welcoming environment for people to enjoy our events and assist us in our journey to success.

For this to occur, it is important to note that there has to be a strict distinction regarding the mutual respect between staff, participants, spectators and affiliates of any of the programs that we do. Ultimately, the purpose of this project is to highlight and create value for charities and support them for the very liberal and humane work that they do in attempting to build a sustainable ecosystem, society and community for everyone to be a part of. This code of conduct is intended for both sides of the spectrum - what we expect from anybody taking part in all of our future events, and in turn what you can expect from us the admin team.

By signing up and taking part, you agree to lend a helping hand and be part of the change and simultaneously agree to the following code of conduct.

Code of Conduct – Participants (including all players, spectators, affiliates)

Our staff and participants have the right to facilitate and participate in Chillblast Championship events and activities without the fear of being harassed or abused in any way, shape or form.

Of course we will always value feedback, suggestions and improvements presented in a kind and constructive manner, as of course disagreements with others, your experience and opinions will be different for everyone. However, that does not excuse any abnormal and intimidating behavior to any member of our community. This includes:

- Name-calling or personal attacks
- Trying to humiliate another person

- Aggressive or passive aggressive comments
- Deliberately making others feel guilty about their work or position
- Any form of sexual harassment or racial abuse
- Persistent or unrealistic demands of staff
- Inciting others to cause disruption in an attempt to intimidate staff
- Making complaints, criticism and negative feedback in bad faith, as an attempt to cause stress or threaten
- Threatening (or carrying out) any sort of retaliatory action in response to a Chillblast Championships staff decision
- Any form of physical abuse including entering someone's personal space, blocking them as they move away, or physical assault.

These also apply when aimed at groups, as well as individuals.

It is important to identify abusive behavior at an early stage to ensure it does not escalate, and we will exercise our rights to protect our staff, our player base and our community from any sort of abusive behavior as necessary. At the end of the day, our mission is to ensure a positive and fun environment by presenting a unique set of events.

If you have a complaint or comment about how you have been treated by any member of staff, you should get in touch immediately by messaging any of our staff members, so we can look into the issue as quickly and effectively as possible. Personal attacks or conflict-escalation will likely only delay us in investigating and finding a solution. Please ensure that a history of the events that you are reporting is of immense help in assuring the maintaining of a safe space.

Where a participant egregiously breaches this code of conduct or our other tournament rules, we reserve the right to inform the relevant authorities should this be required to keep our players and staff safe and maintain a safe, stimulating and positive environment with the attempt of bringing change. The particular report towards a group of people or an individual will be analyzed and reflected upon to ensure accurate judgment of the situation and decide for the best course of action. This can include

- Forfeiting/disqualifying/removing access of the player to the particular event
- The player to be timed-out from the discord server for a specific number of time (this will be based on)
 - The frequency of reports towards this individual
 - The severeness of the reported behavior
- The player and other affiliated members to be permanently banned from the server and from partaking in future events.

Code of Conduct – Staff (including product managers, admins, moderators, and anybody representing Chillblast Championships publicly)

1. Chillblast & Warwick, tournament and event staff will always aim to be polite, helpful, and sensitive to participants' needs and personal circumstances.

2. We will endeavor to ensure that the spaces we control (e.g. our tournaments, our Discord, and events we directly manage) are safe spaces for all participants to engage with each other without fear of harassment or abuse.
3. We will respond to any concerns or complaints courteously, and attempt to find a solution.
4. Where a participant is unhappy with the behavior and/or comments made by the staff member has addressed their concern, we will make it clear how they can escalate their concern.