

# CODE OF CONDUCT

## IRON GATE EXHIBITION

Iron Gate Exhibition (IGX) is committed to fostering an environment of inclusion, acceptance, camaraderie, and safety. It is the wish of IGX that all participants, staff, and spectators feel safe, included, and welcome. This Code of Conduct is designed to ensure that all such persons contribute to such an environment. This Code of Conduct is applicable to all IGX tournaments, events, activities, discussions, forums, and gatherings, whether in person or virtual. Expectations and policies regarding conduct are detailed below.

### Conduct Expectations:

- ❖ **IGX strives to be a safe and welcoming place for all athletes, including female, BIPOC, and LGBTQ+ athletes.** It is the expectation of IGX that all participants and staff be welcoming and accepting of such individuals.
- ❖ **Participants are expected to handle all IGX equipment and property with care.** Instructions for proper handling and cleaning/disinfecting may be given, and participants are expected to follow all such instructions.

### Unacceptable/Unsafe Behaviors:

- **Harassment of any kind will not be tolerated.** IGX does not permit harassment or discrimination based on race, color, ethnicity, country of origin, sex, gender identity, gender expression, sexual orientation, age, physical or mental disability, appearance, pregnancy, or any other characteristic that is protected by state or federal law.
- **“Harassment” includes offensive jokes, comments (written or verbal), and/or other conduct that would make a reasonable person feel uncomfortable or unsafe, or which otherwise interferes with a person’s participation in and enjoyment of IGX activities.** \*\*Conduct may be considered harassment regardless of whether the offending party *intended* to be offensive.
- **Unwanted or non-consensual touch is strictly prohibited.** The nature of HEMA means that touching other participants may sometimes be necessary for practice and tournament purposes, but participants and staff should ***never touch other members without consent***. Touch during practice or tournament activities, to the extent that the specific activity warrants, is considered consensual. If a participant is uncomfortable with being touched during a certain activity, they should voice their discomfort, and IGX staff will provide alternatives or accommodations to the activity in question.
- **Any comments, whether written or verbal, containing sexist, racist, homophobic, transphobic, ableist, ageist, unjust, prejudiced, or entitled sentiments will not be tolerated.** Such comments violate the safety of IGX participants and staff.

- **Full force is never required when delivering a strike, and excessive aggression or force will result in immediate intervention.** HEMA is a combat sport that often involves striking an opponent. When participating in such actions, participants should *never intentionally* try to injure their opponent. Repeated or severe cases of excessive use of force may result in suspension or expulsion from some or all IGX activities.
- **Sexual misconduct of any kind will not be tolerated.** Sexual misconduct or abuse should be reported to IGX points of contact *immediately*, and will result in immediate action by IGX leadership.
- **Violations of this Code of Conduct may result in corrective or punitive measures.** All reports of violations will be presented to IGX leadership for action, who may opt to move forward with suspension, expulsion, or other corrective measures, with or without warning. Violations will not be tolerated, and IGX will make all efforts to remedy any conflicts arising from such violations.

## **Reporting:**

If you or someone you know experiences any form of harassment, bullying, discrimination, or abuse at an IGX event or gathering, you are encouraged to immediately report the situation to IGX staff. You are encouraged and empowered to report such behavior regardless of whether it comes from a participant, staff member, or spectator. If a report concerns a staff or management member, that person will not be permitted to take part in any investigations or decisions regarding the reported offense.

Upon receiving a report of a Code of Conduct violation, IGX management will meet to investigate the situation and discuss potential solutions. Depending on the severity of the situation, such solutions may include punishments up to and including warning, suspension, and expulsion. IGX takes all reports of harassment seriously, and will do everything in its power to rectify any such reports in a manner that restores an environment which fosters safety and comfort for all. IGX prohibits any retaliation against a victim/reporter of harassment. To prevent such retaliation, reporter anonymity will be preserved.

To submit a report of harassment or other Code of Conduct violation, please reach out via the following methods:

- **Direct Points of Contact:**
  - Jeff Tsay (Forte Swordplay): Discord @fortejeff
  - Ella Rose (Black Cat Historical Fencing): Discord @erose2213
  - Sarah Zordan (Laurel City Historical Fencing): Discord - @satezo
- Email:**
  - conduct@irongateexhibition.com

**This Code of Conduct may be altered or updated at any time.**