

APPENDIX F: ANTI-HARASSMENT POLICY

Tales from the Redwood Anti-Harassment Policy

(Anyone participating in an event or our online forum will be expected to follow this policy)

Effective Date: December 2nd, 2025

IMPatient, LLC is committed to providing a safe, inclusive, and harassment-free environment for all participants, volunteers, staff, and guests of Tales from the Redwood. This policy establishes clear expectations for conduct, reporting, enforcement, and participant safety. Participation in the event constitutes agreement to comply with this policy. Violation of this policy may result in removal from the event without refund, and IMPatient, LLC assumes no liability for costs, losses, or damages incurred as a result of enforcement actions.

SCOPE

This policy applies to all participants, including:

- Players
- Volunteers and staff
- Vendors and contractors
- Guests and visitors

This applies to all event-related activities, including:

- Pre-event communications (email, social media, forums, Discord)
- On-site interactions during gameplay or social activities
- Post-event interactions that are directly related to the event

DEFINITIONS

Harassment: Any conduct that intimidates, threatens, demeans, or creates an unsafe or hostile environment for another participant, whether intentional or not. **Discrimination:** Harassment or differential treatment based on a protected characteristic, including but not limited to:

- Gender identity or expression
- Sexual orientation
- Race, ethnicity, or national origin
- Disability
- Physical appearance or body size
- Age
- Real-world religion
- Any other characteristic protected under federal or state law

Consent: Explicit, voluntary, and informed agreement to participate in a specific action or activity. In-character (IC) consent does not override Out-of-Character (OOC) boundaries. OOC / IC Distinction:

- OOC (Out-of-Character): Real-world, off-character interactions
- IC (In-Character): Roleplay, game actions, and story-driven behavior

Participant Safety: Physical, emotional, and psychological well-being of all individuals involved in the event.

PROHIBITED CONDUCT

IMPatient, LLC maintains a zero-tolerance policy for harassment or abusive behavior, including but not limited to:

Personal Harassment

- Verbal abuse, threats, or intimidation
- Stalking or following
- Sustained disruptive behavior targeting a specific participant

Physical Harassment

- Unwanted contact of any kind
- Use of physical props, weapons, or spell packets as a pretext for real-world aggression
- Restricting movement or access to safe spaces

Sexual Harassment

- Unwelcome sexual attention, advances, or comments
- Sexualized gestures, jokes, or behavior
- Non-consensual sexual conduct, including in-character actions directed at someone OOC without consent 3.4
- Digital or Recording-Based Harassment
- Harassing photography or video recording without consent
- Posting or sharing photos/videos or personal information without permission
- Online harassment via social media, messaging apps, or event-related digital platforms 3.5 Retaliation
- Any form of retaliation against individuals reporting violations or assisting in investigations is strictly prohibited

CONSENT, SAFETY, AND PLAY BOUNDARIES

- Explicit OOC Consent Required: All IC actions that could cause discomfort, physical contact, or sexual content require prior OOC consent.
- Safety Tools: Participants may establish hard limits (boundaries) for violence, sexuality, or other content.
- Negotiation: Participants may use pre-event agreements, safety words, or other methods to communicate comfort levels.
- Red Lines: Hard limits must be respected at all times. Any breach constitutes a policy violation.

STAFF RESPONSIBILITIES AND INVESTIGATION PROCESS

- All staff and Game Masters (GMs) are trained to recognize harassment and enforce this policy.
- Reports of misconduct will be documented in writing and maintained confidentially.
- Investigations will be conducted promptly, objectively, and respectfully.
- Staff may involve law enforcement or support services if necessary.
- Staff will take immediate steps to ensure the safety of affected participants.

REPORTING MISCONDUCT

Submit anonymously at: <https://www.TalesFromTheRedwood.com/ReportMisconduct>. Anonymous reports will be investigated, but follow-up may be limited.

Report in person, by phone, or by email: GameMasters@TalesFromTheRedwood.com

PERSONAL REPORT PROCEDURE:

- Staff will provide a private, safe location to discuss the incident.
- Participants may bring a support person.
- No participant will be forced to confront the alleged offender.
- Confidentiality will be maintained except as legally required.
- Assistance may include contacting law enforcement, site staff, or support services, and providing a safe escort if needed.

ENFORCEMENT

IMPatient, LLC and the Game Masters may take any action necessary to maintain a safe environment, including:

- Verbal warnings
- Temporary suspension from specific encounters
- Removal from the event without refund
- Permanent bans from future events

All enforcement decisions are final and at the sole discretion of IMPatient, LLC.

APPEALS PROCESS

Participants may submit a written appeal after the event for review by IMPatient, LLC leadership. Appeals:

- Must be submitted within 14 days of the event conclusion
- Will be reviewed for procedural fairness but do not guarantee reinstatement or refund
- Decisions are final and binding

VENUE AND ACCESSIBILITY CONSIDERATIONS

- All participants must respect private areas, sleeping areas, and designated quiet zones.
- Participants should follow venue rules regarding photography, property, and behavior.
- IMPatient, LLC will make reasonable accommodations for disabilities or sensory needs; participants should notify staff in advance.

STATE-SPECIFIC LEGAL REFERENCES

- This policy is intended to comply with New Hampshire and Massachusetts law, including anti-discrimination statutes.
- Nothing in this policy limits participants' right to contact law enforcement or pursue legal remedies independently.

PARTICIPANT RESPONSIBILITIES

- Abide by this policy and respect the safety, boundaries, and consent of others
- Report observed or experienced violations
- Cooperate with staff investigations
- Understand that refusal to comply may result in immediate removal from the event

LIABILITY AND LEGAL PROTECTIONS

By participating:

- Participants acknowledge that IMPatient, LLC is not responsible for personal injury, lost or stolen property, or damages resulting from policy enforcement.
- Participants agree to hold IMPatient, LLC harmless for any costs incurred as a result of enforcement actions under this policy.

COMMITMENT TO COMMUNITY

IMPatient, LLC is committed to maintaining a respectful, inclusive, and harassment-free environment. All participants share the responsibility to uphold these standards and contribute to a community where everyone can enjoy Tales from the Redwood safely.