

# Sexual Harassment Policy and Procedure

[www.legendlarp.club](http://www.legendlarp.club), 2023



# Sexual Harassment

First and foremost, sexual harassment may be a criminal matter. We encourage any member who believes that they have been subject to sexual harassment to seek any legal assistance they feel would be beneficial.

There is no difference between the Commonwealth of Virginia's definition of sexual harassment and Legend's definition.

Sexual harassment is defined, in Virginia, as gender discrimination. It is illegal and can include acts of sexual advances that are unwanted and requests for sexual favors, as well as verbal or physical actions that are sexual in nature. When sexual harassment occurs, it can take place against a man or a woman of any race, nationality, sexual orientation, or religion.

# Sexual Harassment Policy

Sexual Harassment is considered a tier 2 minor offense (if verbal) or a tier 3 major offense (if physical) and carries with it considerably consequences.

Sexual Harassment works the same as any other offense, in that it follows the discipline matrix and guidelines outlined in the bylaws.

Once a complaint is made, the Administration Board has 30 days to act on the complaint. It is important to note, that the Administration Board will not contact law enforcement on your behalf, unless they feel it is necessary or involves an underage participant.

# Reporting an incident/making a complaint

You may report suspected, witnessed, or experienced sexual harassment to the Administration Board at any time and through various channels.

Members may and should file a report/complaint with any of the following for which they feel most comfortable:

- Administration Board Member – *specifically the Vice President*
- Any Knight of the Realm or Knight Bachelor
- [legendprimesecretary@gmail.com](mailto:legendprimesecretary@gmail.com)

They will then, by policy, inform the Administration Board (excluding members who may be implicated)

# Limits

It is important to remember that Legend is just an incorporated club. We are not a law enforcement or legal organization and are prohibited from taking legal actions against members in regard to sexual harassment. This is why we encourage any member to contact legal counsel or the authorities.

The Administration Board has 30 days to handle the complaint and can only give a maximum of a 6-event suspension and minor restrictions. Anything else will require an Althing vote, which means that the issues would be brought before the game as a whole.

# Your rights as a member

Aside from your rights as person within the United States, your membership affords you certain rights.

- You have the right to a fair and thorough process that protects you to the best of the club's ability
- You have the right to have the Vice President or a Knight present with you during all inquiries or meetings
- You have the right to have a member of the Circle of Knights appointed as a mediator and impartial observer during all issues, inquiries, or meetings
- You have the right to be protected from retaliatory efforts made against your good faith report or complaint

# For more questions

Contact

[legendprimesecretary@gmail.com](mailto:legendprimesecretary@gmail.com)