

Blood Red Roses Equality and Diversity Statement

1. Policy Statement

- 1.1 Blood Red Roses is committed to being an inclusive and diverse Live Action Role Playing system and aims through its conduct and practices to ensure that its events and online forums are free from discrimination because of 'Protected Characteristic'. Protected Characteristics include; race, sex, sexual orientation, gender reassignment, religion or belief, marital or civil partnership status, pregnancy or maternity, age or disability.

2. What is Discrimination?

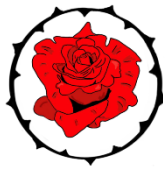
- 2.1 The following forms of discrimination are prohibited under this policy:
- 2.1.1 **Direct Discrimination** – this occurs where someone is treated less favourably because of a Protected Characteristic as detailed in 1.1.
 - 2.1.2 **Indirect Discrimination** – a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others, and is not justified.
 - 2.1.3 **Harassment** - includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Just one instance of this conduct would be classified as harassment.
 - 2.1.4 **Victimisation** - is retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.
 - 2.1.5 **Disability discrimination** includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

3. Blood Red Roses Community

- 3.1 Not only is the game created, written, resourced and run by people from all walks of life but we welcome people into the community regardless of age, disability, gender identity, race, religion or belief, sexual orientation and socioeconomic backgrounds.
- 3.2 Blood Red Roses strives to be an equal opportunities LARP system and believes that everyone should be treated on the basis of merit, without the threat of prejudice. To that end, everyone involved with the system has a responsibility to help ensure a safe environment. The entire community must comply with this policy in both physical and virtual spaces, ensuring their behaviour is non-discriminatory.

4. Identifying Discrimination

- 4.1 Any member of the community who believes they have witnessed or experienced discrimination within a Blood Red Roses physical or virtual space should immediately report this to the Ref Team
- 4.2 Complaints of this nature will be taken seriously and dealt with in line with Blood Red Roses Code of Conduct.



4.3 Anyone found to have discriminated against others within the Blood Red Roses community or be demonstrating discrimination to anyone or any group of people outside of the community will be informed in line with the Code of Conduct and may risk being removed, and subsequently banned, from the community.

5. Review

5.1 This policy will be reviewed every two years or sooner if necessary.

6. Responsibilities

6.1 The Ref Team are responsible for this policy.

6.2 Every member of the Blood Red Roses community is responsible for adhering to this policy and for identifying and notifying instances of discrimination within our physical and virtual spaces.