



OFFICIAL ELEMENT ESPORTS POLICY

ANTI-HARASSMENT AND INCLUSION POLICY

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POLICY OWNER	ELEMENT ESPORTS LEADERSHIP

Element Esports is the non-FPS sister organization of ADHD Esports. This edition preserves the shared leadership and operating standard while applying Element branding, contacts, community structure, and game scope.

Role terminology: formal position names govern authority and responsibility. Element-themed names are friendly Discord display roles only unless a written appointment states otherwise.

OFFICIAL ORGANIZATIONAL POLICY

ANTI-HARASSMENT & INCLUSION POLICY Dignity, equal participation, reasonable adjustments, safe reporting, and non-retaliation across Element Esports programs and roles.

DOCUMENT CODE VERSION EFFECTIVE OWNER SAF-POL-004 1.0 AUG 27, 2026 People, Standards & Integrity

CONTROL NOTICE This PDF is the controlled distribution version. The accessible web reading version is at adhdesports.joshdisciple.chatgpt.site/policies/anti-harassment-inclusion. If a later version is posted there, the later approved version controls. This policy is organizational guidance, not legal advice.

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1. Purpose Element Esports prohibits harassment, discriminatory treatment, sexual misconduct, targeted hostility, exclusionary gatekeeping, and retaliation connected to its applications, roles, teams, creator programs, community spaces, content, events, or public representation.

The organization may address harmful conduct before it reaches a legal threshold. This policy is an internal participation standard and is not a representation that every volunteer relationship is covered by employment law.

2. Scope The policy applies to owners, management, staff, players, academy and development participants, creators, volunteers, applicants, guests, contractors, and partners acting within Element Esports activity. It covers Discord, email, direct messages, calls, game platforms, streams, social media, meetings, practices, tournaments, and related outside conduct with a meaningful organizational connection.

3. Key definitions Harassment is unwelcome verbal, visual, digital, sexual, physical, or relational conduct that targets a person, interferes with participation, abuses authority, or creates an intimidating, hostile, humiliating, or unsafe environment. Discriminatory treatment is materially different treatment based on personal characteristics rather than legitimate role or performance criteria.

Retaliation is adverse treatment because someone set a boundary, requested an adjustment, reported in good faith, supported another person, preserved evidence, or participated in review. Reasonable adjustment means a practical change that improves access without fundamentally changing the role or creating disproportionate operational burden.

4. Prohibited conduct

Slurs, dehumanizing stereotypes, threats, stalking, doxxing, sexual comments or advances, unwanted explicit content, coercion, hazing, or coordinated targeting.

Repeated hostile contact after a clear boundary; sabotaging access, assignments, evaluations, or opportunities for discriminatory or retaliatory reasons.

Quid-pro-quo demands, romantic or sexual pressure linked to roles or benefits, or misuse of private information to intimidate.

Mocking disability, health, religion, age, nationality, race, sex, sexual orientation, gender identity, veteran status, caregiving, or other personal characteristics.

Knowingly permitting serious harassment because the person is successful, influential, a friend, a partner, or difficult to replace.

5. Protected disagreement and feedback This policy does not prohibit ordinary disagreement, fair criticism, roster or role decisions, consistent performance standards, proportionate moderation, or competitive banter that does not become

targeted abuse. The focus is conduct, context, frequency, severity, power, impact, and whether legitimate standards are applied consistently.

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6. Reasonable participation adjustments

Discuss the functional barrier and requested support rather than demanding an unnecessary diagnosis or detailed history.

Consider schedule flexibility, written instructions, captioning, communication format, task reassignment, breaks, reduced sensory load, accessible documents, or an alternate reviewer.

Record only what is needed to implement the adjustment and restrict health or disability information to need-to-know access.

If a requested adjustment cannot be provided, explain the operational reason and consider effective alternatives.

7. Reporting routes A person may report to any uninvolved lead, Management, Ownership, or the public reporting route. No person must confront the subject before reporting. Reports should identify what occurred, people involved, timing, location or platform, immediate risk, available evidence, witnesses, requested support, and known conflicts when practical.

8. Intake and protective action The recipient must identify emergency, safeguarding, minor, doxxing, sexual misconduct, account, or retaliation risk; preserve evidence; limit unnecessary disclosure; and route the matter promptly. Temporary channel, role, contact, or access limits are protective measures and not automatic findings.

9. Review standard A materially affected person should receive understandable notice and a reasonable opportunity to respond unless safety requires staged notice. Reviewers assess relevant and sufficiently reliable information, credibility, corroboration, context, consistency, impact, power, pattern, and legitimate explanations. Formal internal findings ordinarily use a more-likely-than-not standard.

10. Outcomes and support

Clarification, facilitated boundaries, training, accessibility changes, coaching, written expectations, contact limits, warning, probation, access restriction, role change, suspension, removal, or permanent exclusion.

Support may include a trusted support person, guardian involvement for an eligible minor, channel adjustments, workload changes, check-ins, referrals, and protection from contact or retaliation.

Affected people receive the outcome information reasonably necessary to understand safety and participation conditions, but not another person's complete record.

11. Leadership obligations Leaders must model the standard, interrupt visible misconduct, avoid personality-driven enforcement, transfer conflicted matters, and avoid conditioning safety on silence. Success, rank, friendship, founder status, sponsor value, or competitive importance does not excuse misconduct.

12. External help Credible threats, emergencies, suspected child abuse, stalking, sexual violence, or unlawful conduct may require emergency services, platform trust-and-safety reporting, a parent or guardian, law enforcement, ChildLine, or other external support. Element Esports cannot investigate crimes or guarantee personal safety.

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IMPLEMENTATION CHECKLIST The responsible policy owner should use this checklist to turn the written standard into routine practice.

1 Publish multiple reporting routes and identify alternates for conflicts. 2 Train leaders and moderators on intake, boundaries, non-retaliation, and evidence preservation. 3 Review role and roster criteria for consistency and accessibility barriers. 4 Maintain a restricted record of reports, protective steps, findings, appeals, and follow-up. 5 Recheck retaliation and recurrence after material outcomes.

SHARED ADMINISTRATION Policy status and relationship This is an official Element Esports organizational policy. It supplements the Staff & Player Handbook and does not create employment, collective-bargaining, public-sector, or union rights. A completed agreement, applicable law, platform or tournament rule, or stricter safety requirement may add obligations.

When policies overlap, the most protective applicable safeguarding or safety rule controls immediate action. Findings, corrective action, and appeals use the Discipline & Appeals Policy unless a specific external authority controls.

Administration and interpretation Ownership retains ultimate policy authority. The named policy owner administers day-to-day implementation, may issue consistent procedures and forms, and must elevate material ambiguity, conflicts, or requested exceptions.

Exceptions must be written, limited, lawful, time-bounded when appropriate, and may not waive safeguarding, non-retaliation, fair-play, privacy, or truthful-advertising requirements.

Reporting and non-retaliation Good-faith questions, disclosures, mistakes, and concerns may be raised to a direct lead, department head, Management, Ownership, or the Report a Concern route. A person may bypass the chain when it is unsafe, unavailable, or conflicted.

Retaliation, evidence destruction, witness pressure, coordinated stories, restriction evasion, or misuse of authority to suppress reporting are separate potential violations. An unsubstantiated report is not automatically false or malicious.

Review, records, and appeals Material decisions should identify the issue, governing standard, relevant information, conflicts, action, responsible owner, duration or review date, and required notice. Access to reports and records is limited to legitimate need.

Protective restrictions may be imposed before a finding when safety, minors, accounts, evidence, competition, finances, or operations are reasonably at risk. Formal outcomes and material restrictions may be appealed under Discipline & Appeals.

Training, acknowledgment, and review People with elevated authority or access must receive role-appropriate instruction and acknowledge this policy before or soon after assignment. Leadership should review the policy after a material incident, program change, legal or platform development, or at least annually.

CROSS-REFERENCES

Staff & Player Handbook

Staff & Member Conduct Policy

Discipline & Appeals Policy

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Community Standards

Safeguarding and Minor Participation Policies

Privacy Policy

Brand Guidelines

Applicable role agreement, tournament, platform, publisher, partner, and legal requirements

SOURCE NOTES These sources informed the policy's general prevention, disclosure, security, or rights principles. They do not determine whether employment law or another law applies to a particular volunteer relationship.

EEOC, Harassment: <https://www.eeoc.gov/harassment>

EEOC, Small Business Fact Sheet: Harassment in the Workplace:
<https://www.eeoc.gov/small-business-fact-sheet-harassment-workplace>

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Questions, reports, and requests for the current controlled copy: contact@elementesports.com