



## OFFICIAL ELEMENT ESPORTS POLICY

# COMMUNITY STANDARDS

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|----------------|----------------------------|
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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.

1. **PURPOSE** Element Esports wants competitive energy without sacrificing human dignity. These standards tell community members what conduct is expected, tell moderators how to respond, and give affected people a clear route to report concerns or request review. The goal is a community where people can disagree, joke, compete, learn, and belong without harassment, exploitation, intimidation, or avoidable chaos.
2. **SCOPE** The standards apply to the official Discord, organization-controlled chats, livestream chats when moderated by Element Esports, community events, voice channels, direct messages connected to organization activity, and conduct elsewhere when it creates a credible safety, safeguarding, harassment, fraud, security, or operational risk for this community. They apply to visitors, fans, applicants, creators, players, staff, management, and Ownership.
3. **RELATIONSHIP TO OTHER RULES** - Discord and every other platform retain authority under their own Terms of Service and Community Guidelines. - Element Esports may set a stricter community rule than a platform minimum; the stricter valid safety or conduct requirement controls. - The Safeguarding, Minor Participation, Privacy, Conflict Resolution, Staff & Player Handbook, and applicable agreement govern their subjects. - Nothing in these standards prevents a good-faith report to a platform, tournament organizer, emergency service, child-protection authority, law enforcement, or another appropriate authority.
4. **COMMUNITY PRINCIPLES** - Respect the person: challenge ideas, plays, and decisions without demeaning the individual. - Protect the space: do not trade another person's safety, privacy, or ability to participate for attention or entertainment. - Keep it constructive: criticism should be specific, relevant, and aimed at improvement rather than humiliation. - Own the impact: intent matters, but repeated or serious harm is not excused by calling it a joke. - Use the right route: report serious concerns privately instead of escalating conflict publicly or organizing retaliation. - Follow reasonable direction: comply with moderator instructions first, then use the appeal route if you believe the action was wrong.

## **PART I - STANDARDS FOR COMMUNITY MEMBERS**

5. **RESPECTFUL PARTICIPATION** Members may disagree, use ordinary competitive banter, express frustration, and debate topics in the correct channel. They may not repeatedly target, degrade, bait, shame, isolate, or dogpile another person. Criticism of gameplay or conduct must not become a campaign against the person.
6. **HARASSMENT, BULLYING, AND SEXUAL HARASSMENT** Sustained, severe, or unwanted conduct intended or reasonably likely to intimidate, humiliate, pressure, or drive someone from the community is prohibited. This includes repeated unwanted contact, block evasion, coordinated harassment, sexual comments directed at an unwilling person, unwanted sexualization, coercive flirting, stalking behavior, and recruiting others into a pile-on.
7. **HATEFUL CONDUCT AND DISCRIMINATORY ABUSE** Slurs, dehumanizing claims, hateful symbols, exclusionary attacks, or advocacy of hostility or violence based on a protected or vulnerable characteristic are prohibited. Quoting a slur, using coded language, or presenting hate as humor does not avoid the rule when the context is abusive or disruptive. Good-faith discussion of identity or social issues is not automatically hateful, but it must remain respectful and appropriate to the space.
8. **THREATS, INTIMIDATION, AND PERSONAL INFORMATION** Direct, indirect, conditional, or suggestive threats of physical harm, hacking, reputational sabotage, swatting, or exposure of private information are prohibited. Do not post, solicit, trade, or threaten to reveal a person's address, school, workplace, schedule, phone number, legal identity, financial information, private images, real-time location, account credentials, or other sensitive information without a legitimate need and permission.
9. **MINORS AND SEXUAL CONTENT** The community may include eligible users ages 13-17. Sexually explicit content, pornography, sexual solicitation, grooming behavior, sexual roleplay, requests for intimate material, and sexual interaction between an adult and a minor are prohibited in every Element Esports-controlled space. Adults must follow official, observable communication practices with minors. Any suspected grooming, exploitation, or child sexual abuse material requires immediate preservation and escalation under the Safeguarding Policy; do not download, redistribute, or conduct a private vigilante investigation.

10. GRAPHIC CONTENT, SELF-HARM, AND DANGEROUS CONDUCT Do not post content intended to shock through gore, animal cruelty, severe injury, or real-world violence. Do not glorify, coach, pressure, or encourage suicide, self-harm, eating disorders, dangerous challenges, or substance misuse. A person may ask for support, but moderators are not clinicians: credible immediate danger should be escalated to emergency or platform safety resources rather than managed solely inside the server.

11. SPAM, RAIDS, AND DISRUPTION Unsolicited bulk messages, repetitive promotions, mass mentions, channel flooding, disruptive soundboards, raid coordination, engagement manipulation, malicious automation, and deliberate interruption of events or voice channels are prohibited. Self-promotion, recruitment, links, and advertising belong only where and when community rules permit them.

12. FRAUD, SECURITY, AND IMPERSONATION Phishing, malware, token theft, credential requests, financial scams, deceptive giveaways, fake staff accounts, harmful impersonation, fraudulent sales, and attempts to compromise accounts, bots, servers, networks, or organization systems are prohibited. Never claim to speak for Element Esports or promise positions, prizes, sponsorships, purchases, or access unless authorized.

13. ILLEGAL, REGULATED, AND INTEGRITY-RELATED ACTIVITY Do not use the community to organize unlawful activity, sell prohibited or dangerous goods, coordinate illegal gambling, distribute stolen material, traffic accounts or credentials, or facilitate fraud. Do not distribute game cheats, match-fixing services, boosting schemes, or tools intended to defeat competitive integrity. Respect copyright, tournament rules, publisher rules, and lawful content restrictions.

14. CHANNEL, VOICE, AND EVENT CONDUCT Use channels for their stated purpose, do not repeatedly derail discussion after redirection, and avoid excessive inflammatory content that makes ordinary participation impractical. In voice and events, do not shout over others, record private conversations without permission, use disruptive audio, pressure people to reveal personal information, or interfere with moderator instructions. Political, religious, or other sensitive discussion may be redirected when it is off-topic, hostile, or dominating the space; disagreement alone is not misconduct.

15. EVASION, RETALIATION, AND REPORT ABUSE Do not evade a block, timeout, restriction, or ban through alternate accounts, intermediaries, or another server. Do not retaliate against reporters, witnesses, moderators, or people seeking help. Knowingly fabricated evidence, coordinated false reporting, and repeated malicious use of report systems may be addressed; a report that is unsubstantiated, mistaken, or denied is not automatically false.

16. OFF-PLATFORM CONDUCT Element Esports does not police every private disagreement. Off-platform behavior may be reviewed only when there is a meaningful connection to community safety, safeguarding, targeted harassment, threats, doxxing, fraud, impersonation, cheating, account security, or a person's ability to participate. Moderators should avoid acting on rumor alone and should escalate uncertain cases to the Community Lead.

## **PART II - MODERATION AUTHORITY AND DUTIES**

17. MODERATOR ROLE Moderators are stewards of the space, not owners of its members. They may redirect discussion, remove content, slow or lock channels, issue reminders or warnings, apply timeouts or access restrictions within assigned authority, preserve records, separate parties, and escalate cases. Permanent bans, significant staff/member action, safeguarding matters, and high-risk external referrals should follow the approval path established by the org chart and internal procedures.

18. MODERATOR CODE OF CONDUCT - Model the standards publicly and privately; staff status does not excuse the conduct being enforced. - Use authority for a legitimate community purpose, never to win an argument, punish criticism, favor friends, or settle a personal dispute. - Remain calm, use clear instructions, avoid public humiliation, and move detailed disputes out of public chat. - Disclose personal conflicts and recuse when another qualified reviewer is available. - Protect reporter, witness, minor, and subject information on a need-to-know basis. - Record material facts and actions accurately; do not exaggerate, omit known context, or alter evidence. - Report mistakes promptly and help correct an improper action rather than defending it for appearance.

19. DECISION STANDARD Moderators should consider the rule, actual words or conduct, context, target, severity, intent, impact, repetition, prior notice, account history, age and vulnerability, power difference, cooperation, evidence quality,

immediate risk, and comparable past cases. Similar facts should receive similar treatment, while meaningful differences may justify a different response. The least restrictive action that safely stops the problem is preferred, but serious harm may require immediate removal.

20. **ENFORCEMENT LADDER** - Level 0 - Redirection or content cleanup: move a post, remind the channel, slow chat, or remove low-risk disruptive content without a formal finding. - Level 1 - Informal reminder: explain the rule and expected correction for a minor, isolated, readily corrected issue. - Level 2 - Formal warning: document the conduct, applicable rule, required change, and consequence of recurrence. - Level 3 - Timeout or restriction: temporarily limit messaging, voice, media, links, events, or channels to stop harm and create space for review. - Level 4 - Temporary suspension: remove server or program access for a defined period, with return conditions when appropriate. - Level 5 - Permanent ban or organizational referral: remove access indefinitely and refer related member, staff, safety, platform, or legal issues through the proper route.

21. **SEVERITY GUIDE** - Low: off-topic posting, accidental flooding, minor channel misuse, ordinary rudeness, or a first readily corrected disruption - normally Level 0 or 1. - Moderate: repeated disruption, targeted insults, unwanted promotion, lower-level harassment, refusal of direction, or recurrence after warning - normally Level 2 or 3. - High: credible harassment pattern, discriminatory abuse, doxxing attempt, sexual harassment, raid participation, scam attempt, ban evasion, serious impersonation, or retaliation - normally Level 3 through 5 with leadership review. - Critical: credible threat, swatting, grooming, child exploitation, imminent self-harm risk, severe doxxing, account compromise, violent extremist activity, or other immediate danger - protect, preserve, escalate, and remove access as necessary without waiting for lower steps.

**PROGRESSIVE DOES NOT MEAN AUTOMATIC** The ladder supports consistency, not entitlement to repeated chances. Moderators may skip levels when safety, severity, pattern, evidence preservation, safeguarding, platform duties, or credible risk requires stronger immediate action.

22. **STANDARD RESPONSE PROCESS** - Observe and stabilize: stop active harm, separate participants, slow or lock a channel, or apply a temporary restriction when necessary. - Preserve: before deletion or ban when practical, capture message links, message/user/channel/server IDs, timestamps, relevant context, screenshots, and attachments without redistributing harmful material. - Classify: identify the apparent rule, severity, immediate safety need, minor involvement, repeat pattern, and whether platform or external reporting is required. - Check authority and conflict: act within role permissions; transfer the final review when personally involved or materially conflicted. - Notify: give a concise instruction or action notice unless doing so would increase danger, destroy evidence, expose a reporter, or interfere with an external process. - Record and escalate: document material action and route serious matters to the Senior Moderator, Moderation Team Lead, Community Department Head, Management, Ownership, or external authority as appropriate. - Follow up: confirm restrictions, return conditions, retaliation risks, affected-member support, and any scheduled review.

23. **EVIDENCE AND RECORDS** A material moderation record should identify the user and account ID, date and time, location, rule, factual summary, preserved message links or IDs, immediate action, reviewing moderator, prior relevant actions, escalation, notice, duration, return conditions, and appeal outcome. Store records in the approved system with role-based access. Do not keep unofficial gossip files, publicly label someone as dangerous without authorization, or preserve prohibited material beyond what safety and reporting require.

24. **EMERGENCY AND EXTERNAL ESCALATION** Credible imminent danger, suspected child exploitation, grooming, threats, swatting, severe doxxing, violent extremism, major fraud, or active account compromise must move beyond ordinary chat moderation. Preserve identifiers, protect access, alert the designated leadership route, and use Discord, emergency services, child-protection, law-enforcement, tournament, or other appropriate reporting channels. Moderators should not promise confidentiality, confront a suspected offender privately, entrap a user, or conduct a vigilante investigation.

25. **MEMBER NOTICE** When reasonably safe, a formal warning, restriction, suspension, or ban notice should state the action, general rule category, duration, behavior required for return if any, and appeal route. The notice need not expose a reporter, witness, minor, confidential evidence, security method, or information that could create further risk. Content removal and temporary protective action may occur before a complete review.

26. **APPEAL AND RECONSIDERATION** A directly affected person may submit one written appeal within 14 calendar days of a formal warning, restriction, suspension, or ban. The appeal should identify factual error, material missing context, mistaken identity, inconsistent application, conflict of interest, procedural defect, new evidence, or a clearly disproportionate result. An uninvolved Senior Moderator, Moderation Team Lead, Community Department Head, or designated leader should review it when practical. Safety restrictions may remain during review. The written result is final internally unless Ownership authorizes exceptional reconsideration.

27. **MODERATOR DISAGREEMENT AND REVIEW** Moderators should discuss uncertain or inconsistent cases in the approved private staff channel using facts and policy rather than status or personality. A moderator may request supervisor review without being treated as disloyal. Leadership may reverse, narrow, extend, or replace an action and should document why. Coaching a moderator after a reasonable good-faith judgment is different from discipline for abuse, dishonesty, retaliation, or repeated disregard of instruction.

28. **TRANSPARENCY AND PRIVACY** Element Esports may publish general rules, enforcement categories, or anonymized summaries to explain community expectations. Individual cases remain need-to-know. Members are not entitled to private reports, staff deliberations, another person's history, safeguarding information, or security methods. Moderators may correct false public claims briefly but should not litigate a case in public chat.

29. **TRAINING AND QUALITY CONTROL** Before receiving material permissions, moderators should review these standards, safeguarding and minor-participation rules, evidence preservation, Discord reporting tools, privacy, account security, conflict handling, and the org chart. The Moderation Team Lead should periodically audit a sample of actions for completeness, consistency, overreach, under-enforcement, unresolved appeals, and recurring community risks.

30. **VERSION CONTROL** Ownership approves the standards. Material revisions should be dated, versioned, summarized, and communicated to moderators and community members through an official channel. Emergency safety changes may take effect immediately and should receive prompt written follow-up. Platform rules continue to apply even when they change before this document is revised.

**APPENDIX A - MODERATOR QUICK ACTION CARD** - STOP active harm and separate the immediate conflict. - SAVE message links, IDs, timestamps, context, and relevant records before deletion when practical. - SORT the issue by rule, severity, minor involvement, immediate danger, and platform-reporting need. - STEP ASIDE if personally involved or materially conflicted. - SELECT the least restrictive action that safely resolves the present risk. - STATE the instruction or action clearly without public humiliation. - SEND serious cases through the proper leadership or external escalation route. - STORE a proportionate record and schedule follow-up or appeal review when applicable.

## **APPENDIX B - MODERATION ACTION RECORD MEMBER / DISPLAY NAME**

**USER ID**

**DATE / TIME / TIMEZONE**

**CHANNEL / EVENT / LOCATION**

**APPLICABLE RULE**

SEVERITY ☐ Low ☐ Moderate ☐ High ☐ Critical

**ACTION LEVEL** [0][1][2][3][4][5]

**DURATION / RETURN CONDITIONS**

**MODERATOR**

**SUPERVISOR / ESCALATION**

**NOTICE SENT**

**APPEAL DEADLINE**

FACTUAL SUMMARY, CONTEXT, MESSAGE LINKS OR IDS, AND EVIDENCE PRESERVED

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**APPENDIX C - APPEAL INTAKE APPELLANT NAME / USER ID**

**ACTION APPEALED**

**ACTION DATE**

**APPEAL DATE**

**BASIS FOR REVIEW**

**REQUESTED OUTCOME**

**ASSIGNED REVIEWER**

**DECISION / DATE**

NEW EVIDENCE, FACTUAL CORRECTION, PROCEDURAL ISSUE, CONFLICT, OR PROPORTIONALITY CONCERN

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APPENDIX D - MODERATOR ACKNOWLEDGMENT I acknowledge that moderation authority is a position of trust. I will apply these standards in good faith, protect safety and privacy, document material actions accurately, disclose conflicts, avoid retaliation or favoritism, accept review of my decisions, and escalate serious matters through the proper route.

MODERATOR \_\_\_\_\_ DATE \_\_\_\_\_

MODERATION TEAM LEAD / COMMUNITY LEADER \_\_\_\_\_ DATE \_\_\_\_\_

PLATFORM REFERENCE These standards are original Element Esports rules informed by Discord's current Community Guidelines and official server-safety guidance. Discord retains independent authority over its platform and may update its requirements. Moderators should use current official Discord resources when making a platform report.

## APPENDIX - DISCORD ROLE DISPLAY NAME CROSSWALK

These themed labels make the public community more approachable. They do not independently grant authority, employment, compensation, access, or a formal appointment. The formal position controls policy interpretation.

| DISCORD DISPLAY ROLE | FORMAL POSITION / COMMUNITY GROUP |
|----------------------|-----------------------------------|
| Primordial Flame     | Owner / Founder                   |
| Echo of Ember        | Executive Director / Co-Owner     |
| Heart of the Storm   | Community Lead                    |
| Vision Weaver        | Creative Lead                     |
| Windspeaker          | Social Media Lead                 |
| Bridgewalker         | Creator Liaison                   |
| Stonecaller          | Team Builder                      |
| Elementals           | Moderators                        |
| Stormforged          | Competitive Players               |
| Lightwoven           | Creators                          |
| Aetherkind           | VIPs and Friends                  |
| Kindred Sparks       | Supporters                        |
| Driftlings           | General Community Members         |

Questions, reports, and requests for the current controlled copy: [contact@elementesports.com](mailto:contact@elementesports.com)