



OFFICIAL ELEMENT ESPORTS POLICY

COMPETITIVE INTEGRITY 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.

1. **PURPOSE** Element Esports competes to win through preparation, skill, teamwork, adaptation, and legitimate strategy. No result, prize, roster opportunity, sponsor benefit, statistic, or reputation is worth compromising fair play. This policy establishes the minimum integrity standard for competition and a clear response when conduct may threaten a match, event, opponent, teammate, tournament, publisher, or the organization.
2. **SCOPE** This policy applies to formal players, Academy and Development players, substitutes, coaches, analysts, team managers, scouts, competitive operations staff, owners, creators or staff with inside access, and anyone representing or supporting an Element Esports entry. It applies to official matches, qualifiers, scrimms, tryouts, ranked play performed for evaluation, live and online events, tournament communications, practice systems, and related public or private conduct.
3. **CONTROLLING RULES** - Applicable law and valid tournament, league, publisher, platform, anti-cheat, event, and administrator requirements control their subjects. - This policy, the Staff & Player Handbook, completed agreements, roster terms, and written team directives add organization requirements. - When rules conflict or eligibility is uncertain, pause the affected action and obtain written direction from the Team Manager or next uninvolved leader. - A tournament ruling does not prevent separate Element Esports review, and an internal outcome does not control an organizer's independent authority.
4. **CORE DUTY OF FAIR PLAY** Participants must compete honestly, make a genuine effort, follow the applicable rules, protect competitive information, cooperate with legitimate administration, and report known or reasonably suspected integrity threats. A participant may not assist, encourage, conceal, direct, reward, or knowingly benefit from conduct prohibited by this policy.
5. **CHEATING AND UNAUTHORIZED ADVANTAGE** Cheating includes using or attempting to use software, scripts, macros, automation, injected code, modified hardware, prohibited peripherals, unauthorized overlays, packet or memory tools, external information, stream sniping, ghosting, spectator information, prohibited coaching, account sharing, or any other method that creates an advantage not available under the controlling rules. Possession, testing, configuration, concealment, procurement, or distribution may be reviewed even when a person claims the tool was not activated in a match.
6. **BUGS, EXPLOITS, AND UNINTENDED MECHANICS** Do not knowingly use a bug, exploit, map escape, duplication method, unintended interaction, or prohibited configuration when tournament or publisher rules disallow it or an administrator has directed participants not to use it. If the status is unclear, preserve the relevant clip or steps and ask the Team Manager or event administrator before use. A newly discovered competitive exploit should be reported privately rather than demonstrated publicly before appropriate review.
7. **MATCH MANIPULATION AND DELIBERATE UNDERPERFORMANCE** No person may fix, contrive, improperly influence, or agree to influence a match, map, round, placement, score, statistic, draft, seeding outcome, qualification path, or other competitive element. Prohibited conduct includes intentional underperformance, arranged losses, point shaving, bracket manipulation, collusive draws, compensation for a result, and agreements to provide another team an improper advantage.
8. **BRIBERY, GIFTS, AND INDUCEMENTS** Do not offer, request, accept, or facilitate money, items, services, access, favors, cryptocurrency, wagers, revenue, or anything of value in exchange for an improper competitive act, inside information, roster influence, administrative decision, or concealed violation. Unexpected or questionable offers must be declined, preserved, and reported promptly.
9. **BETTING AND WAGERING** A participant may not bet, facilitate a bet, place a wager through another person, share an account for wagering, or hold a direct financial interest in wagering on a match, event, title, league, or market when the participant is involved, has inside information, can influence the outcome, or the activity could reasonably create an integrity conflict for Element Esports. Tournament or law may impose broader restrictions, which control. Report suspicious approaches, unusual requests, or known conflicting wagers immediately.
10. **INSIDE INFORMATION** Inside information includes nonpublic roster availability, health or absence information, strategy, practice results, communications, map or mode preparation, substitutions, technical problems, discipline, travel, seeding, opponent information, or other facts gained through an Element Esports role that could affect competition or

wagering. Use it only for authorized team purposes. Do not disclose it to friends, creators, bettors, opponents, other teams, or the public before approval or legitimate publication.

11. ELIGIBILITY, IDENTITY, AND ACCOUNT ACCURACY Participants must provide accurate age, residency, identity, gamertag, ranking, account, platform, suspension, sanction, and eligibility information required for entry. Impersonation, account substitution, unauthorized smurfing, falsified documents, concealed bans, false residency, or playing under another person's registration is prohibited. Notify the Team Manager promptly when eligibility changes or is questioned.

12. ROSTERS, SUBSTITUTIONS, AND CONFLICTS Only approved and properly registered participants may compete. Roster locks, substitutions, emergency replacements, loans, dual participation, academy movement, and staff roles must comply with organizer rules and written Element Esports approval. Disclose any relationship, ownership interest, side agreement, coaching role, opposing-team access, or financial interest that could affect impartiality or create divided loyalty.

13. COACHING, COMMUNICATIONS, AND OUTSIDE ASSISTANCE Use only the people, devices, channels, pauses, timeouts, coaching windows, notes, and communication methods allowed by the event. No unauthorized person may provide live information or direction during restricted play. Participants must not monitor delayed broadcasts, opponent communications, observer feeds, or other external sources for competitive information.

14. EQUIPMENT, SOFTWARE, AND NETWORK INTEGRITY Use approved game versions, anti-cheat, accounts, peripherals, drivers, settings, network tools, and event equipment. Do not disable or bypass monitoring, interfere with another participant's device or connection, alter tournament hardware, manipulate latency or packets, damage a station, or obstruct a lawful inspection. Report material failures and obtain administrator direction before resuming play.

15. COMPETITIVE SUBSTANCES AND IMPAIRMENT Participants must follow applicable tournament, event, and legal rules concerning prohibited substances and testing. Do not compete while impaired in a way that creates safety, conduct, or integrity risk. Lawful medication and private health information should be handled confidentially; any required therapeutic-use or event disclosure belongs through the organizer's approved process, not public team channels.

16. SPORTSMANSHIP AND ADMINISTRATOR DIRECTION Treat opponents, teammates, officials, broadcasters, staff, spectators, and event property with respect. Follow lawful and reasonable administrator instructions, remain available for required checks, and use the designated protest route rather than obstructing a match. Trash talk may never become threats, discriminatory abuse, targeted harassment, property damage, or interference with play or production.

17. RESULTS, STATISTICS, AND PUBLIC CLAIMS Report scores, placements, eligibility, records, opponent identity, prize amounts, and sanctions accurately. Do not fabricate achievements, edit evidence deceptively, misrepresent scrim as official results, claim an unconfirmed championship, or conceal a material correction. Only authorized people may issue official protests, forfeits, statements, or integrity-related public comments for Element Esports.

18. DUTY TO REPORT AND REFUSE A participant must refuse an instruction that would require cheating, manipulation, concealment, retaliation, destruction of evidence, or another clear integrity violation. Promptly report suspicious offers, match-fixing discussions, cheats, inside-information requests, compromised accounts, administrator approaches, eligibility concerns, or known material violations to the Team Manager, Competitive Operations lead, Management, Ownership, or Report a Concern route. No direct leader may suppress a good-faith integrity report.

19. EVIDENCE PRESERVATION AND COOPERATION Preserve relevant messages, match IDs, replays, VODs, screenshots, logs, account notices, device details, transaction information, and administrator communications. Do not fabricate, crop deceptively, delete, alter, coach testimony, coordinate stories, or warn a subject when doing so could destroy evidence. Participants must cooperate honestly with proportionate internal and authorized external review, subject to lawful privacy and other rights.

20. IMMEDIATE PROTECTIVE ACTION Leadership may temporarily remove a participant from a roster, match, scrim, account, channel, device, event, or access role while a credible integrity concern is reviewed. A temporary restriction protects competition and evidence and is not by itself a final finding. When practical, the affected person should receive the general reason, scope, and review contact without disclosure that could compromise the matter.

21. REVIEW, FINDINGS, AND EXTERNAL REFERRAL Integrity concerns follow the Discipline & Appeals Policy, with neutral review when practical. Element Esports may coordinate with or refer information to a tournament operator, publisher, platform, anti-cheat provider, sponsor, integrity body, or lawful authority. The organization may accept a reliable external finding, conduct an additional internal review, or take separate action based on organizational standards.

22. OUTCOMES Outcomes may include no finding, education, configuration correction, written direction, warning, result correction request, prize hold where legally and contractually permitted, loss of match eligibility, roster restriction, probation, suspension, removal, contract action, disqualification referral, partner notice, or another proportionate measure. Serious cheating, manipulation, bribery, wagering conflicts, retaliation, or evidence destruction may justify immediate separation.

23. PRIZES AND FINANCIAL CONSEQUENCES Prize allocation, withholding, repayment, expenses, penalties, and chargebacks are governed by organizer rules and executed agreements. Element Esports will not invent a financial penalty unsupported by those terms or applicable law. When a prize is disputed or subject to an integrity review, leadership may delay internal distribution until entitlement is reasonably established and the affected participants are notified.

24. ACADEMY AND DEVELOPMENT PARTICIPANTS Academy and Development players are held to the same fair-play standard and must receive age-appropriate integrity education. A minor's guardian should be included in formal notices and review meetings as required by policy. Minor participation remains online only and does not convert an Academy or Development player into a formal competition-roster member.

25. APPEALS, NON-RETALIATION, AND REINSTATEMENT Formal internal outcomes may be appealed under the Discipline & Appeals Policy within 14 calendar days on the defined grounds. No person may retaliate against a reporter, witness, reviewer, or participant who refuses prohibited conduct in good faith. Reinstatement after a restriction or external sanction may require restored eligibility, completed conditions, updated security, training, and a written roster decision; it is not automatic.

APPENDIX A - PRE-MATCH INTEGRITY CHECK - Roster and eligibility confirmed; names, accounts, residency, age, and substitutions are accurate. - Tournament rules, game version, maps or modes, check-in, communications, coaching, and pause procedures reviewed. - Approved devices, software, anti-cheat, drivers, overlays, peripherals, and accounts verified. - No undisclosed conflict, opposing-team access, betting interest, suspicious approach, or inside-information concern. - Required VOD, replay, match ID, result, and administrator communication preservation plan understood. - Team knows the immediate report route and who may speak to the organizer for Element Esports.

APPENDIX B - INTEGRITY DISCLOSURE RECORD PARTICIPANT / ROLE

TEAM / TITLE / EVENT

DATE DISCOVERED

MATCH OR ACCOUNT IDS

ISSUE CATEGORY

PEOPLE OR ORGANIZATIONS INVOLVED

IMMEDIATE ACTION

EVIDENCE PRESERVED

REPORTED TO / DATE

EXTERNAL REPORT OR CASE NUMBER

FACTUAL DESCRIPTION, COMMUNICATIONS, TIMELINE, AND REQUESTED GUIDANCE

REFERENCE NOTE This is an original Element Esports policy informed by common esports integrity concepts reflected in Esports Integrity Commission materials and current publisher competition rules, including cheating, match manipulation, betting, inside information, eligibility, sportsmanship, evidence, investigation, and sanctions. External organizations retain independent authority under their own rules.

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