



## OFFICIAL ELEMENT ESPORTS POLICY

# CONFLICT RESOLUTION 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 AND SCOPE** Conflict is normal; disrespect, retaliation, and avoidable ambiguity are not. This policy applies to owners, management, staff, players, creators, volunteers, applicants, and participants in Element Esports-controlled spaces or activities. It covers interpersonal disagreements, role disputes, communication breakdowns, recurring team friction, and lower-risk conduct concerns.

2. **PRINCIPLES** - Respect and positive intent: begin ordinary disagreements with curiosity when safe, while still addressing real impact and repeated patterns. - Safety first: no one is required to confront another person directly. - Fair notice: people should understand the concern and have a reasonable chance to respond. - Need-to-know privacy: information is shared only as reasonably needed; absolute confidentiality is not promised. - No retaliation: good-faith reporting, participation, or requests for help must not be punished. - Proportionate action: response should reflect risk, evidence, pattern, impact, and role responsibility. - Role does not create immunity: leadership remains accountable to the same standards.

3. **CHOOSE THE RIGHT ROUTE** - Direct conversation: optional for safe, low-risk misunderstandings, scheduling, tone, feedback, or expectation gaps. - Role lead or manager: use when direct discussion fails, a reporting line is needed, or team operations are affected. - Incident Report / Report a Concern: use for harassment, discrimination, retaliation, repeated misconduct, safeguarding, integrity, privacy, security, or safety. - Emergency or external authority: use first for immediate danger, suspected abuse, credible threats, criminal conduct, or another matter requiring emergency, platform, tournament, child-protection, or law-enforcement response.

4. **RESOLUTION PROCESS** - Intake: document who is involved, what happened, desired support, immediate risk, conflicts of interest, and relevant evidence. - Triage: decide whether the matter can be facilitated, needs protective action, belongs under another policy, or must be externally referred. - Review: a neutral reviewer gathers relevant context, gives materially affected people a chance to respond, and avoids unnecessary circulation. - Resolution: clarify expectations and record agreed actions, support, coaching, access changes, warnings, role changes, separation, or closure. - Notice: tell affected people the outcome information reasonably necessary for them to follow it, while protecting others' privacy. - Follow-up: check whether agreements are working and whether retaliation, recurrence, or new risk has appeared.

5. **PROTECTIVE AND CORRECTIVE ACTIONS** Leadership may separate parties, limit channels or accounts, pause work, change reporting lines, preserve records, remove event access, or suspend participation while facts are reviewed. Final outcomes may include no action, facilitated agreement, clarification, training, warning, access or role changes, probation, removal, referral, or another proportionate response. Protective action is not by itself a finding of misconduct.

6. **CONFLICTS OF INTEREST** A person should not control the review of a concern involving themselves, a close personal relationship, or a material business interest. The matter should move to the next appropriate level in the org chart or to Ownership. A concern involving one founder should be reviewed by the other founder and a neutral leader or external advisor when practical; a concern involving both founders may require an independent advisor.

7. **APPEAL OR RECONSIDERATION** A directly affected person may request reconsideration within 14 calendar days by identifying new information, a material procedural problem, a conflict of interest, or a clearly disproportionate outcome. Disagreement alone is not enough. A different reviewer should handle the request when practical. Safety restrictions may remain in place during review.

8. **RECORDS AND NON-RETALIATION** Element Esports will keep a proportionate record of material reports, actions, outcomes, and appeals. Retaliation includes threats, exclusion, role punishment, doxxing, intimidation, public pressure, or interference because someone reported or participated in good faith. Knowingly malicious false reports may be addressed separately; an unsubstantiated concern is not automatically false.

9. **CULTURE COMMITMENT** Every member contributes to a culture where feedback can be direct without becoming cruel, disagreement can be handled without public drama, and people can ask for help without losing dignity. Leaders are expected to model the process, intervene before patterns harden, and follow up instead of treating a single conversation as the end of the work.

**SERIOUS INCIDENTS BYPASS INFORMAL RESOLUTION** Harassment, discrimination, threats, stalking, doxxing, abuse, grooming, sexual misconduct, cheating, match manipulation, account compromise, or immediate safety concerns should not be routed through a private 'work it out yourselves' conversation.

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