



OFFICIAL ELEMENT ESPORTS POLICY

SAFEGUARDING POLICY

DOCUMENT CODE	SAF-POL-001
VERSION	1.0
EFFECTIVE DATE	OCTOBER 4, 2026
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

Element Esports is committed to online competitive, creator, and community environments that reduce opportunities for abuse, grooming, harassment, exploitation, and other harm. This policy applies to owners, leadership, staff, coaches, team personnel, adult players, creators, volunteers, contractors, partners acting for Element Esports, and participants in organization-controlled programs or channels.

2. Leadership and Responsibility

Ownership and leadership administer this policy until a designated Safeguarding Lead is appointed. Every adult participant must maintain appropriate boundaries, interrupt unsafe behavior, preserve relevant evidence, and report reasonable concerns promptly. Leads must keep communication observable and escalate concerns instead of privately investigating them.

3. Adult-Minor Contact

Organization-related interaction between an adult and a minor must remain open, observable, and interruptible. Use official logged channels, include a parent, legal guardian, or second authorized adult whenever practical, prefer group voice or video channels, and document unavoidable one-on-one contact. Secret accounts, disappearing messages, and requests to hide communication are prohibited.

4. Prohibited Conduct

Sexual, romantic, suggestive, or flirtatious conduct between an adult participant and a minor is prohibited. Grooming, secrecy, isolation, coercion, harassment, hazing, requests for intimate material or unnecessary sensitive information, private gifts that create leverage, and involving minors in age-restricted products or activities are prohibited.

5. Online Program Safety

Separate staff permissions from ordinary community access, use moderated and guardian-visible spaces, avoid publishing a minor's school, address, routine, or live location, obtain written guardian permission before official media use, follow platform and tournament age rules, and do not arrange organization-sponsored travel or in-person activity involving minors.

6. Reporting

Report safeguarding concerns to contact@elementesports.com with the subject Safeguarding Concern. Include what happened, when and where it occurred, who was involved, whether anyone faces immediate risk, and available original evidence. In immediate danger or suspected child abuse, contact emergency services or the appropriate child-protection or law-enforcement authority first. Do not confront an alleged offender or investigate alone.

7. Response and Non-Retaliation

Element Esports may restrict access, pause participation, separate individuals, notify a guardian, preserve records, contact a platform or tournament, or refer a matter to authorities while a concern is reviewed. Temporary action is protective, not a final finding. Retaliation against a good-faith reporter, witness, reviewer, or person seeking help is prohibited.

8. Screening and Review

Adults given regular authority over minors must receive this policy, acknowledge their responsibilities, and use approved communication structures. Element Esports may require identity verification, references, education, and lawful clearances where appropriate. The policy is reviewed after a significant incident, material program change, legal development, or at least annually while minors remain eligible.

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