



## Code of Conduct

### What is Twin Mask?

Twin Mask is a collection of semimonthly Live Action Roleplay (LARP) events, online communities, and stories organized by volunteers and staff members who are collectively referred to as *The Twin Mask Team*, located in the Southern California area. Twin Mask is commonly identified as a “boffer LARP,” where combat occurs often and regularly, with weaponry that is designed to keep everyone involved safe. Narratively, Twin Mask is considered to be a “dark fantasy LARP,” sometimes containing elements of death, torture, war, and interpersonal conflict. This is by no means the entirety of the Twin Mask experience—we also have fanciful fae, banquets, and day-to-day living—but our events can be very intense. While Twin Mask sometimes features fantasy violence, love, alcohol use, and drug use within its narrative style, in play our events maintain a PG-13 rating. This means that public nudity, sex, and obscene acts of violence or hate within any official Twin Mask event or online communities are prohibited. Another important note for Twin Mask is that our events are 24-hour events. This means that you are in-character and subject to all the challenges of the event from “game-on” to close... with the exception of sleeping, occupying the bathroom, or taking care of your health.

In pursuit of providing the best possible experience at our events, all players (rather than characters) should always treat each other with respect and dignity. This means that all players are entitled to a gaming experience in an environment that is free of harassment, bullying, and discrimination. With that in mind, we have provided the following Code of Conduct to outline the expectations of everyone involved with Twin Mask.

### Who Administers the Code of Conduct?

The Executive Committee of Twin Mask, with legal counsel and professional consultation, is responsible for auditing and drafting the Code of Conduct in an independent, objective, and consistent manner. The Executive Committee is made up of the Executive Director, The Director of Business Strategy, Director of Game Design, and The Director of Logistics.

### Who is Covered under the Code of Conduct?

Every player, volunteer, and staff member has a responsibility to use good judgment and follow the Code of Conduct. All players, and any others subject to the Code, must acknowledge that they have read and agree to uphold the Code of Conduct prior to their first event. Twin Mask attracts players from all across the world and from a multitude of backgrounds. With that in mind, and because Twin Mask is a United States entity, players must uphold Federal, State, and Local laws and regulations. It is the individual's responsibility to know those laws and regulations. While we expect you to follow our Code of Conduct, we also recognize your rights



as an individual participant. Nothing in this Code of Conduct limits or interferes with your rights under the law.

### **What Do We Generally Expect from Players?**

1. *Think before you act.* Use good judgment; be honest and ethical in every action you take. If you are asked to violate the Code of Conduct, do not do so. Report your concerns as soon as possible using the resources available to you.
2. *Care for people.* Protect the safety and game integrity of your fellow players by abiding by the game rulebook and Code of Conduct. Respect, learn from, and support the voices of the various communities and cultures in which our community thrives.
3. *Follow the law.* If you are ever unclear about a law or regulation, contact the Director of Business Strategy via email: [strategydirector@twinmask.com](mailto:strategydirector@twinmask.com).
4. *Ask for help.* When an answer is not clear, ask for guidance before taking action.
5. *Stay alert.* Possession or consumption of alcoholic beverages or illegal drugs at any Twin Mask function is strictly prohibited. Pay close attention to any activity that is inconsistent with our Code of Conduct, our policies, or the law.
6. *Report a Concern.* Do not ignore a violation. Prevent harm to Twin Mask, the community, and our reputation by reporting your concerns immediately to Community Management Services (CMS): [cms@twinmask.com](mailto:cms@twinmask.com).

### **Who is CMS?**

Community Management Services (CMS) consists of qualified community members who have undergone ethics and compliance training, sexual harassment training, and are experienced in labor relations. These individuals have made it their duty to ensure everyone is having a safe gaming experience in an environment that is free of harassment, bullying, and discrimination. They review reports, mediate and resolve interpersonal issues, and consult with local law enforcement as applicable to reduce community conflict. CMS does not conduct its business or investigations by means other than official channels (such channels include email and in-person / virtual meetings). No reports will be investigated exclusively through mediums such as text or social media. CMS can be reached at: [cms@twinmask.com](mailto:cms@twinmask.com).

### **Reporting Concerns:**

If you see an act that may violate our Code of Conduct or our policies, you have a responsibility to share your concerns by reporting right away. When you report your concerns, you help us



handle issues properly, fix problems before they occur, and remedy situations that have already happened. You also help build trust within the community and among individuals. Please report all concerns using this [form](#) provided by CMS or by emailing [cms@twinmask.com](mailto:cms@twinmask.com) for a copy of a Reporting Form.

### **Reporting During the Event:**

If a violation of the Code of Conduct transpires that must be handled immediately because of ongoing risk to players during the event, please find a Twin Mask Staff member. They will be able to advise you regarding the situation and talk through the options for you to proceed. If the situation does not need to be immediately handled, please take notes and make a formal report to [cms@twinmask.com](mailto:cms@twinmask.com) for resolution after the event.

***If you are aware of a crime being committed or someone's life being in immediate danger, do not contact CMS. Instead, please contact the local authorities or use 911 emergency services. For non-emergencies, the Corona Police Department can be reached at (951) 736-2330.***

### **What Happens When You Report a Concern?**

We take every report seriously and our Community Management Services Team will investigate it as thoroughly and confidentially as possible. For the safety and integrity of our community, every member, volunteer, and player of Twin Mask has a duty to cooperate fully and honestly with the CMS team to the extent they are able. To ensure consistency in analyzing matters that arise, outcomes from the investigation are presented to the Executive Committee. That Committee will determine, based on the investigatory facts presented, whether or not they agree with the outcome CMS has presented, and whether or not there has in fact been a violation of the Code of Conduct. If the Executive Committee & Community Management Services Team determines that the Code of Conduct has been violated, it will determine a fair and consistent disciplinary action. Those found to have violated the Code of Conduct can seek reconsideration in accordance with our Reporting Procedure.

### **No Retaliation:**

You are the eyes and ears of our community, and we value your help in avoiding possible misconduct. We strictly prohibit retaliation of any kind against anyone who shares a good-faith concern via reporting or participates in a Code of Conduct investigation. Sharing a good-faith concern honestly—even if it turns out to be unfounded—is never an excuse for any kind of retaliation.

### **What is Retaliation?**

Twin Mask defines retaliation under our Code of Conduct as any action that would likely deter



someone from reporting a concern or participating in a Code of Conduct investigation. Examples of retaliation might include in-character harassment, removal of staff / volunteer status, threats, out-of-character harassment, cyber-bullying, or any other action taken against someone because they raised a report, participation in an investigation, or attempted to deter someone from violating the Code of Conduct. While we take the anti-retaliation provisions of our Code of Conduct very seriously, these provisions do not protect you from disciplinary action for your own misconduct: you should not file a report simply to avoid discipline for your own violation of the Code of Conduct or other Twin Mask policy.

### **No False Accusations:**

As much as we encourage honest inquiries, Twin Mask will not tolerate knowingly false reports. Making a false accusation can divert investigatory resources away from credible good-faith concerns and damage morale. Report what you have a reasonable, good-faith belief to be true, but never knowingly make a false accusation, lie to investigators, or refuse to cooperate in an investigation, as these actions may also violate our Code of Conduct. **Any attempt to interfere with an ongoing investigation or knowingly making a false report will result in immediate termination from participation in the community at large.**

### **Criminal Self Reporting:**

In an effort to keep Twin Mask as safe as possible for all community members, we ask that players disclose (self-report) the fact that they have been charged with or convicted of a criminal offense to the Director of Business Strategy via email: [strategydirector@twinmask.com](mailto:strategydirector@twinmask.com). For the avoidance of doubt, players are not required to disclose the facts or details of expunged or sealed criminal convictions to Twin Mask. Twin Mask will work with all law enforcement for ongoing investigations as needed and will adhere to all orders of law enforcement, such as (but not limited to): restraining orders, court orders, probationary orders, and safety mandates.

### **Respecting Human Rights, Diversity, and Inclusion:**

“Respecting Human Rights” is one of Twin Mask’s fundamental values, and our aim is to help increase the enjoyment of all players within the communities where we operate. Through our actions and policies, we strive to respect and promote human rights by upholding a commitment to diversity and inclusion at every event. We expect all players, staff, and volunteers to avoid causing (or contributing to) human-rights infringements through their personal (and characters’) actions. We expect players to actively create and promote an environment that is inclusive of all people and their unique abilities, strengths, and differences, as well as promoting diversity as a whole. We are committed to equal opportunity and are intolerant of actions that cause intentional physical or mental harm or distress to another person (such as verbal abuse, physical abuse, assault, bullying, or discrimination or harassment on the grounds of gender, sexual orientation, gender identity, civil status, economic status, family status, cultural



background, religion, age, disability, race, or any other status protected by applicable law). Examples of unacceptable harassment or discrimination can include and are **not** limited to: threats, relational aggression, inappropriate touching, giving unwanted levels of attention to another participant, repeated intentional misuse of address (such as pronouns), sexual harassment, refusal to respect consent, whisper campaigns, slander, rumor-mongering, shaming tactics, clique culture, and other attempts to discredit or damage the social status of other participants.

### **Interpersonal Relationships and Sexual Misconduct:**

Twin Mask understands that community members often forge strong bonds of friendship and other types of relationships. Twin Mask, however, is not responsible or held liable for interpersonal relationships, as these relationships are outside the scope of Twin Mask's event and the created stories of the Narrative Team. Twin Mask prohibits all forms of sexual misconduct, including but not limited to sexual assault, sexual exploitation, stalking, domestic violence, refusal to respect consent, and sexual harassment at their events. If you become aware of a possible sexual misconduct incident at a Twin Mask Event, report it immediately to Community Management Services (CMS) at [cms@twinmask.com](mailto:cms@twinmask.com). Instances of sexual assault and violence reported to the authorities will have Twin Mask's full support for the safety of the community at large. For additional information on sexual assault and misconduct, we suggest the following resource(s): <https://www.rainn.org/>

***If you are or have been a victim of sexual assault outside the scope of a Twin Mask event, do not contact CMS. Instead, please contact the local authorities or use 911 emergency services, or call 800.656.HOPE (4673) to be connected with a trained staff member from a sexual assault service provider in your area.***

### **What is Consent?**

Consent is the keystone of making the community safe and enjoyable for all, both in and out of character. Any physical interaction between players requires consent between the players involved. Of course, since Twin Mask is a "boffer LARP," the game generally requires that players extend implicit consent for lightest-touch boffer combat (and the use of skills or abilities that require non-suggestive touch) while within the bounds of the event space during event hours. All players **not** wishing to extend that consent must wear a provided "non-combatant armband," or such other identifying garb, as event staff designate, to clearly signal that they do not consent to such contact. See the rulebook for more policies related to Non-Combatant status. Beyond these principles, Twin Mask adheres to a policy of affirmative, knowledgeable consent. This means that if you wish to touch someone at a Twin Mask event, you are expected to ask the player for permission to do so and they must confirm that you are permitted to proceed. The request should include a brief description of the precise act the individual requesting consent wishes to perform. Unless permission is expressly provided, players are to presume the answer to the question of "can they touch someone" to be "no."



Consent must continually be requested for each additional physical act performed and consent may be withdrawn at any time. Requesting—and any refusal or confirmation of—consent is an out-of-character act. If consent is not given by the other party, the acting party may instead verbally state what their character is doing with an articulated statement. While consent is most often understood to be between two or more individuals participating in an act, it would behoove members of our community to extend that consideration to other individuals who are observing your in-character and out-of-character interactions. Individuals may have difficulty with particularly heavy subject matter such as abuse, sexuality, child-birth, or domestic conflicts. While all Twin Mask players have the ability to “step away” from storytelling involving such subjects, giving observers some warning when you’re going to approach sensitive topics—even though it is not required per the Code of Conduct—will go a long way toward making our community stronger and healthier. As mentioned earlier, the need for consent does not pertain to combat, skill use, or narrative-oriented contact of an individual with a boffer weapon or spell packet, as long as no other safety or harassment issues are involved. For additional information on consent and gaming, we suggest the following resource:

<https://www.drivethrurpg.com/product/288535/Consent-in-Gaming>

#### **Physical Player Safety:**

Since Twin Mask is a “boffer LARP,” physical safety is included as part of our Code of Conduct. Fighting in a physically unsafe way at events can constitute a violation of the Code of Conduct at all levels. Players are expected to only use approved props that have been determined officially “safe for use” by the Twin Mask Safety Team. Players may be participating in mock battles where there is a risk of injury from other participants. While fighting is the most common place that physical safety violations may occur, many Twin Mask functions occur in wilderness areas and at night, where there is a possibility of unforeseen accidents. Any physically unsafe activity may be reviewed to ensure no violation of the Code of Conduct has occurred.

#### **Player Responsibilities of Mental and Physical Health:**

There is an expectation that all members of Twin Mask will maintain their physical and mental health while at a Twin Mask event. Fulfilling this expectation generally includes eating, drinking plenty of water, getting enough sleep, and taking breaks as necessary. While Twin Mask tries to provide what support we can to ensure the health of all people involved, we do not have the facilities nor manpower necessary to provide complete medical and mental care for an individual or individuals. If it is the opinion of the safety, medical, or CMS team that you are not maintaining your health while at events, disciplinary measures may be enacted for your own safety. For additional information on mental health and suicide prevention we suggest the following resource(s): <https://suicidepreventionlifeline.org/>

#### **In-Character Behavior:**

While much of the Code of Conduct focuses on out-of-character issues and interactions, in-character behavior is also subject to Code of Conduct violations and disciplinary measures as necessary. With our darker narrative style, Twin Mask understands and appreciates the need and desire for characters who are antagonistic, cruel, rude, or heartless. However,





playing these types of characters does not give a player free reign to do completely as they wish. It should be noted that these types of characters require *more* consideration of your fellow players, not less. “Checking-in” out-of-character regularly with your fellow players and staff members should be a priority. This helps to ensure that your in-character tension does not result in out-of-character conflict.

**Goods and Services:** Items sold in character as part of a hobby for real world or in-game currency are permitted between individuals, so long as the items and interactions fall within the narrative scope of Twin Mask and are not part of a for-profit business (as defined by the IRS). All sales and deliveries of goods and services are the responsibilities of the players involved and Twin Mask is exempt from all liabilities pertaining thereto, including: associated costs, expenses, losses, loss of profit, loss of reputation, damages, or theft as a result of said agreement. Players are encouraged to support one another's crafts, creativity, and individual businesses outside the scope of the game for in-game use. Twin Mask reserves the right to evaluate such businesses (like food vendors) as part of the narrative scope and community need on a case by case basis, provided all State and County demands for such activities are met.

#### **Character vs. Character Conflict (CvC):**

Though Twin Mask is largely designed to put players versus the environment (monsters, antagonists, etc.), there may be situations where character versus character (CvC) conflict may arise. While CvC in Twin Mask is allowed and does not formally require consent, CvC should be used with restraint and toward the goal of building an interesting story. CvC should always be driven by in-character actions and never as a result of out-of-character conflicts. It is unacceptable to use CvC to harass or bully another player, and doing so may result in disciplinary actions. If there is reason to believe that a particular instance of CvC is being used to harass a player out-of-character—that is, outside of appropriate in-character interactions— please email [cms@twinmask.com](mailto:cms@twinmask.com) with details. When CvC situations happen, we highly recommend “checking in” with players involved to ensure everything out-of-character is okay, or to allow a player the opportunity to remove themselves from unwelcome conflict. Though characters may have conflicts, beneath every character is a player, and we want all players to enjoy their time at Twin Mask.

#### **What is “Checking In”?**



In the context of interpersonal conflict, “Checking In” is simply having a brief conversation (verbally or nonverbally) with another player before, during, and/or after a roleplay opportunity to make sure that everything is okay at an out-of-character level. Within the Twin Mask community, it is the responsibility of *everyone* to ensure that *everyone* is having an enjoyable time while navigating the difficult subject matter that may arise as part of the story. To preserve the immersion of a roleplay opportunity,



Twin Mask has adopted what is referred to as the “OK Check-In system.” To begin an OK Check-In, an individual performs the okay gesture with one hand in such a way that another player will be able to see it, like so:

The person who has received this signal should then either provide a **thumbs up** to confirm that the scene may continue... or provide a **thumbs down** to show they are not okay and would like the scene to end. If necessary, too, a person may verbally state that something may need to change. If the request for a scene to end is made, the people involved should do their best to end the scene in as expedient a manner as possible, ideally without *completely* ignoring verisimilitude and continuity.

### **What is Stepping Out?**

Another means of exiting a scene is called “Stepping Out.” If a scene’s material has come to focus on subject matter that endangers your mental health or makes you feel problematically uncomfortable, you may step out of that scene. To do so, place your fist over your head to represent that you are going out of character, and then leave the scene—ideally making your way to your sleeping quarters to take a short break or to medical if necessary. **NOTE:** Removing yourself from a scene does not protect your character. It is still possible for your character to come to harm or be killed after you, the player, have stepped out. Stepping Out should only be used for out-of-character reasons and not to avoid in-character consequences.

### **Photography and Filming:**

Twin Mask has a dedicated photography and media team; as such, official photography and recording may happen at events. As such, by participating in the Event, you consent to event photography and recordings made by Twin Mask, and you fully understand that this media may be distributed at the discretion of Twin Mask for any legal use. For all other photography and filming, California is a two-party consent state, and therefore any non-consensual photography or recording is illegal. Players who wish to take their own photos or videos should coordinate with the Twin Mask media team first to seek permission, and they should otherwise seek explicit permission from the individuals they wish to record. Failure to do so may result in violation of the Code of Conduct, and appropriate disciplinary measures will be taken.

### **In Conclusion:**

This document is not an exhaustive review of all of the expectations of members of our community; instead, it acts as a guide to the bare essentials of community interaction. Unfamiliarity with the Code of Conduct will not be accepted as an excuse for any violations of it, and all individuals at our events will be expected to have read the information contained herein. These policies extend to in-character events, Twin Mask hosted out-of-character events, and to all official Twin Mask online communities. The Twin Mask Team reserves the right to modify the Code of Conduct as deemed necessary. Twin Mask events are private, ticketed occasions and participation is a **PRIVILEGE**. The Twin Mask Team reserves the right, at any time, to terminate the participation of an individual from our events and online communities, or to refuse service entirely.





## **Player Participation and Liability Waiver**

In consideration of the risk of injury that exists while participating in Twin Mask LARP Events (hereinafter the “Activities”); and in consideration of my desire to participate in said Activities and being given the right to participate in same; I hereby, for myself, (hereinafter collectively “Player”, “I”, or “Me,” which terms shall also include the Player’s parents or guardian if Player is under 18 years of age), knowingly and voluntarily enter into this Participation and Waiver of Liability and hereby waive any and all rights, claims, or causes of action of any kind arising from my participation in the Activities and hereby release and forever discharge TWIN MASK, their owners, affiliates, agents, attorneys, staff, volunteers, representatives, predecessors or successors, and assigns (collectively “Releasees”), from any negligence, physical or psychological injury that I may suffer as a direct result of my participation in the aforementioned Activity.

I ATTEST THAT I HAVE READ AND UNDERSTOOD THE CODE OF CONDUCT FOR TWIN MASK IN ENTIRETY, AND I AM VOLUNTARILY PARTICIPATING IN THE AFOREMENTIONED ACTIVITIES AND I AM PARTICIPATING ENTIRELY AT MY OWN RISK. I AM AWARE OF THE RISKS ASSOCIATED WITH PARTICIPATING IN THIS ACTIVITY, WHICH MAY INCLUDE BUT ARE NOT LIMITED TO: PHYSICAL OR PSYCHOLOGICAL INJURY, PAIN, SUFFERING, ILLNESS, DISFIGUREMENT, TEMPORARY OR PERMANENT DISABILITY (INCLUDING PARALYSIS), ECONOMIC OR EMOTIONAL LOSSES, AND DEATH. I UNDERSTAND THAT THESE INJURIES OR OUTCOMES MAY ARISE FROM MY OWN OR OTHERS’S NEGLIGENCE, CONDITIONS RELATED TO TRAVEL TO AND FROM THE ACTIVITY, OR AT THE ACTIVITY LOCATIONS. NONETHELESS, I ASSUME ALL RELATED RISKS, BOTH KNOWN AND UNKNOWN TO ME, OF MY PARTICIPATION IN THIS ACTIVITY.

I further agree to indemnify, defend, and hold harmless the Releasees against any and all claims, suits, or actions of any kind whatsoever for liability, damages, compensation, or otherwise brought by me or anyone on my behalf, including attorney’s fees or any related costs.

I further acknowledge that Releasees are not responsible for errors, omissions, acts, or failures to act, of any party or entity conducting a specific event or activity on behalf of the Releasees. In the event I should require medical care or treatment, I authorize Twin Mask to provide all emergency medical care deemed necessary including but not limited to first aid, CPR and the use of AEDs, emergency transport, and the sharing of medical information with medical personnel. I further agree to assume all costs involved and agree to be financially responsible for costs incurred as part of this treatment. I am aware I should carry my own personal health insurance.

I further acknowledge that this activity may involve a test of a person’s physical and mental limits and may carry with it the potential for death, serious injury, and property loss. I agree not to participate in the activity unless I am medically able and properly trained, and I agree to abide by the decision of Twin Mask officials or agents, regarding my approval in the activity.

I further acknowledge Twin Mask has a dedicated photography and media team; as such, official photography and recording for promotional purposes may happen at events. By



participating in the activity I consent to event photography and recordings by Twin Mask and its affiliates, and fully understand this media may be distributed at the discretion of Twin Mask for any legal use. I understand I may revoke this authorization at any time by notifying Twin Mask's Director of Business Strategy in writing, via official email to: [strategydirector@twinmask.com](mailto:strategydirector@twinmask.com). The revocation will not affect any content taken before the receipt of this written notification. Images will be kept as long as they are relevant and after that time destroyed or archived.

In the event that any damage to equipment or facilities occurs as a result of my willful actions, neglect, or recklessness, I acknowledge and agree to being held liable for any and all costs associated with such recklessness or neglect.

I further acknowledge that Twin Mask reserves the right to refuse service at any time for any reason as applicable by law.



I HEREBY ACKNOWLEDGE THAT I HAVE CAREFULLY READ THIS CODE OF CONDUCT AND PARTICIPATION AND LIABILITY WAIVER. I FULLY UNDERSTAND ITS CONTENT. I EXPRESSLY AGREE TO RELEASE AND DISCHARGE TWIN MASK AND ALL RELEASEES FROM ANY AND ALL CLAIMS OR CAUSES OF ACTION, AND I AGREE TO VOLUNTARILY GIVE UP OR WAIVE ANY RIGHT THAT I OTHERWISE HAVE TO BRING LEGAL ACTION AGAINST TWIN MASK.

This waiver and release of liability shall remain in effect for the duration of my participation in the activity during this initial event dated \_\_\_\_\_ and all subsequent activities related there to. This release shall be governed for all purposes by California law and supersedes any and all previous oral or written agreements.

Participant Full Printed Name: \_\_\_\_\_ Date: \_\_\_\_\_

Parent/Guardian/Participant Signature: \_\_\_\_\_

Relationship to Player (Parent/ Guardian/ Self): \_\_\_\_\_

Contact Phone: \_\_\_\_\_

Email Address: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Emergency Contact Name: \_\_\_\_\_ Relationship to Player: \_\_\_\_\_

Emergency Contact Phone Number: \_\_\_\_\_

Please list any allergies, current prescriptions, and/or any other info on medical conditions that may need to be referenced in case of a medical emergency:

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