

Rebels & Realms

Code of Conduct

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1. Purpose, Scope, & Related Policies

1.1 Purpose

Rebels & Realms is committed to maintaining an Event environment where Participants can safely and respectfully engage with one another. All attendees, Exhibitors, Narrators, Ambassadors, volunteers, contractors, staff, and other Event participants (“Participants”) are expected to conduct themselves in a manner consistent with that goal.

This Code of Conduct establishes minimum standards for behavior at Rebels & Realms and explains how concerns may be reported, reviewed, and addressed.

1.2 Scope

This Code applies in R&R-controlled Event spaces, official Event programming, official R&R communication channels, and official off-site or after-hours activities associated with the Event.

Conduct occurring outside those spaces may also be reviewed where it has a direct and material connection to the Event and substantially affects Participant safety, access, or R&R’s ability to operate the Event.

Online conduct may fall within this Code where it constitutes harassment, threats, retaliation, targeted abuse, or another prohibited act directly connected to the Event or a Participant’s involvement in it.

1.3 Relationship to Other R&R Policies

Participants remain subject to the Rebels & Realms General Event Policy and, where applicable, the Generative AI Policy, Accessibility & Accommodations Policy, signed participation agreements, and other role-specific requirements.

Where another R&R policy or signed agreement governs a subject more specifically than this Code of Conduct, the more specific provision controls for that subject.

2. Reporting & Immediate Safety

2.1 Immediate Safety Concerns

If there is an immediate threat to health or safety, call 911 or notify Event or Venue security immediately.

R&R may use professional security personnel, Venue security, off-duty law-enforcement personnel, or other safety resources during the Event. The presence of security personnel does not mean that every Event space or interaction is continuously monitored.

2.2 Reporting a Code of Conduct Concern

Code of Conduct concerns may be reported by the person directly affected or by a witness.

Non-emergency concerns may be reported:

In person: to designated Event staff or security

By email: admin@rebelsandrealms.com

If a concern involves the person who ordinarily receives or reviews reports submitted through this email address, Participants are encouraged to use the in-person reporting option described below rather than submitting the concern by email.

2.3 Privacy of Reports

R&R will make reasonable efforts to protect the privacy of people involved in a report and will limit disclosure of report information to those who reasonably need the information to review, respond to, or document the concern.

Absolute confidentiality cannot be guaranteed where disclosure is reasonably necessary for safety, legal compliance, Event operations, or a fair review.

2.4 Accessible Reporting

Participants who need an accommodation in order to make a report or participate in a review may request assistance through R&R's Accessibility & Accommodations process.

2.5 Reports Involving Event Staff

If a concern involves the person who would ordinarily receive or review the report, the Participant may report the concern in person to designated Event staff or security and request that it be directed to another designated Event lead for review.

R&R does not currently maintain a separate alternative email reporting channel for this purpose.

3. Harassment, Consent, & Discrimination

3.1 Harassment

Harassment is prohibited.

Harassment may include unwanted sexual attention or advances; unwanted physical contact; threats; intimidation; stalking; targeted verbal abuse; discriminatory harassment; repeated unwanted communication after a person has clearly asked for contact to stop; deliberate disclosure of another person's private identifying information for purposes of intimidation or harassment; or other conduct that reasonably interferes with another Participant's ability to safely participate in the Event.

3.2 Consent

Consent must be freely given and may be withdrawn at any time.

Consent to one interaction does not imply consent to another. A Participant's clothing, costume, previous interaction, personal relationship, alcohol consumption, or participation in an 18+ Event does not imply consent to physical, sexual, or other personal contact.

Cosplay is not consent. A costume or appearance is never an invitation for unwanted physical, sexual, or other personal contact.

Photography and recording are governed by the General Event Policy. Focused, posed, or sustained photography or recording of another person must respect that person's stated consent and preferences.

3.3 Discrimination & Hate-Based Conduct

Discrimination, demeaning conduct, or targeted harassment based on race, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, disability, or another legally protected characteristic is prohibited.

Symbols, imagery, language, or conduct used in context to threaten, intimidate, dehumanize, or advocate violence or exclusion against a group based on a characteristic described above are also prohibited.

This provision does not prohibit books, artwork, discussion, cosplay, or other creative material merely because it depicts difficult, historical, fictional, controversial, or mature subject matter. Context and the manner in which material is displayed or used may be considered when determining whether conduct violates this Code.

4. Alcohol & R&R Representatives

4.1 Alcohol & Intoxication

Alcohol consumption or impairment caused by intoxicating substances does not excuse conduct that would otherwise violate this Code.

Disruptive, threatening, harassing, unsafe, or nonconsensual behavior associated with alcohol consumption remains subject to this Code of Conduct.

Alcohol service is separately governed by the General Event Policy and Venue procedures.

4.2 Staff, Volunteer, & Contractor Standards

R&R Staff, volunteers, contractors, and other persons acting on behalf of R&R are subject to this Code while performing Event responsibilities.

A person acting on behalf of R&R may not use an Event role, access, authority, or position of trust to pressure, coerce, intimidate, retaliate against, or seek inappropriate personal, romantic, sexual, financial, or other favors from a Participant.

Reports involving staff, volunteers, contractors, or other R&R representatives will be reviewed under the same general standards applicable to other Participants, with role-specific corrective or disciplinary action taken where appropriate.

5. Review of Reports & Temporary Measures

5.1 Review of Reports

A report or allegation does not, by itself, establish that a violation occurred.

R&R may review reasonably available information relevant to a concern, including information provided by the reporting person, the person whose conduct is being reviewed, witnesses, Event staff, security personnel, Venue personnel, photographs, recordings, messages, or other relevant sources.

R&R is not required to conduct a formal legal investigation and may make Event-related decisions based on the information reasonably available at the time.

5.2 Opportunity to Respond

Except where immediate action is reasonably necessary for safety, legal compliance, Venue requirements, or Event operations, R&R will make reasonable efforts to provide a Participant whose conduct may result in removal from the Event or future ineligibility an opportunity to respond to the concern.

5.3 Temporary Measures

R&R may take temporary measures while a concern is being reviewed where reasonably necessary for safety or Event operations

Temporary measures may include separating Participants, changing seating or access arrangements, restricting a particular activity or area, temporarily limiting Event access, or assigning additional staff or security oversight.

A temporary measure does not, by itself, constitute a finding that a violation occurred.

6. Retaliation & Good-Faith Reporting

6.1 Retaliation

Retaliation is prohibited.

A Participant may not threaten, harass, intimidate, punish, target, disclose private identifying information about, interfere with Event access or participation, or otherwise take adverse action against another person because that person:

- made a good-faith report;
- sought assistance;
- provided information; or
- participated in a review.

Retaliation is considered a serious violation and may result in removal from the Event and loss of future eligibility.

6.2 Good-Faith Reporting

A report made in good faith does not violate this Code merely because the concern cannot ultimately be substantiated.

Knowingly fabricating a report, knowingly providing materially false information, intentionally falsifying evidence, or deliberately misrepresenting material facts during a review may itself constitute a violation.

7. Enforcement & Outcomes

7.1 Available Actions

Where R&R determines that a Participant violated this Code, R&R may take action reasonably appropriate to the nature and circumstances of the violation.

Available actions may include:

- a warning or corrective instruction;
- requiring conduct to stop;
- requiring removal of particular material, props, displays, or content;
- restricting a particular activity or privilege;
- changing access, seating, or participation arrangements;
- removal from a specific program or Event space;
- temporary restriction of Event access;
- removal from the Event; or
- limitation or denial of future R&R participation.

Serious conduct or an immediate safety concern may warrant removal or other action without prior warning.

7.2 Factors Considered

When determining an appropriate response, R&R may consider the severity and nature of the conduct, whether the conduct was intentional or repeated, immediate safety needs, the effect on other Participants or Event operations, prior relevant conduct, willingness to comply with corrective direction, and other reasonably relevant circumstances.

7.3 Refunds & Contracted Participants

Refund eligibility following removal or termination is determined by the applicable ticket terms, General Event Policy, signed participation agreement, or other governing document.

Where a contracted Participant is subject to a signed agreement, that agreement controls any additional consequences affecting participation fees, sponsorship fees, booth rights, compensation, credentials, or other contracted benefits.

7.4 Non-Exhaustive Standards

This Code cannot identify every form of conduct that may materially affect Participant safety, access, dignity, or Event operations. The examples in this Code are therefore not exhaustive.

R&R may address conduct not expressly listed where the conduct has a direct and material relationship to the Event and reasonably warrants action consistent with the purposes of this Code.

Decisions will be based on the circumstances and reasonably available information rather than solely on the existence of criticism, allegations, social media discussion, controversy, or calls for action.

8. Policy Versions & Updates

8.1 Current Version

The current version of the Rebels & Realms Code of Conduct will be maintained at <https://www.rebelsandrealms.com/policies> and will display its version number and effective date.

Prior versions will remain available through the Policy Archive at the same location.

8.2 Updates

R&R may update this Code as Event operations, safety needs, Venue requirements, legal requirements, or Participant needs evolve.

8.3 Non-Material Updates

Clarifications, contact information, reporting methods, formatting changes, expanded safety resources, or other changes that do not materially alter prohibited conduct or Participant obligations may become effective when published.

8.4 Material Changes

Material changes affecting what conduct is prohibited, Participant obligations, or available enforcement consequences will be communicated through R&R's official communication channel before becoming enforceable against affected Participants, except where immediate change is reasonably necessary for safety, legal compliance, or Venue requirements.

8.5 Prospective Application

Updated provisions will ordinarily apply prospectively. Conduct that complied with the applicable Code when it occurred will not become a violation solely because a later version changes the rule.

8.6 Headings & Organization

Section titles, subsection headings, the Table of Contents, numbering, and other organizational formatting are provided solely for convenience and navigation and do not define, limit, expand, or otherwise affect the meaning of this Code.