



CODE OF CONDUCT

Preface

At Esposure, we strive to promote and provide an inclusive community. This document is a resource for all to ensure we embody our cohesive potential. Together, we can create an environment where people can feel welcome, interact, compete, and evolve together. There are a variety of persons engaged in the community, including students, educators, players, tournament organizers, staff, etc.

This code will focus on everyone involved in the ecosystem and how their behavior and conduct impact the experience of those engaged in the ecosystem. To accomplish this, we need to follow a common set of rules, and take individual responsibility for how we treat each other, both online and offline.

The Code of Conduct is designed to maintain Esposure's Mission, Vision and Values. These rules apply to all of Esposure's programs, leagues, and online and in person participation. For questions, comments, and/or concerns, you may contact us at admin@esposure.gg.

1. Expectations for Upholding Code of Conduct

1.1. Safe Space. Work proactively to create a welcoming environment where everyone feels safe, regardless of sex, gender identity and expression, sexual orientation, race, ethnicity, disability, physical appearance, body size, age, or religion.

1.2. Program participation dynamic. Always support the Esposure community, communicating positively and with respect. Esposure operates transparently, and impartial with regard to leagues, classes, or programs. If anyone in the community has any concern, disagreement or suggestion, for or about Esposure, leadership or its policies and procedures, then individuals are asked to make earnest attempts to contact a Esposure representative to resolve those matters before posting to internal or external websites, social media, etc.

1.3. Conflict resolution and consequences.

1.3.1 Program conflicts. Upon discovery of any participant committing a violation of the Code of Conduct, Esposure may, without limitation of its authority, review all data and evidence and issue to affiliate school or institution for consequences

1.3.2. Investigation. If Esposure officials determine that a program participant has violated the Code of Conduct, a Esposure official may assign penalties at their sole discretion. If an Esposure official contacts a member, the program participant is obligated to tell the truth.

1.3.2.1. Cooperation with Investigation. If a Esposure official contacts a Team Member to discuss an investigation, the Team Member is obligated to tell the truth. If a Team Member lies to a Esposure official, creating obstruction of the investigation then the Team is subject to punishment.

1.4 Confidentiality. A program participant may not disclose any confidential information provided by Esposure officials or any affiliate, by any method of communication, including all social media channels.

2. Code of Conduct

2.1 Offensive expression. Do not express oneself in an offensive manner toward other people or their actions. Offensive expression includes, but is not limited to, actions which are insulting, mocking, disruptive or antagonistic.

2.2 Offensive language. Do not use language, nicknames or other expressions that insult another player's sex, gender identity and expression, sexual orientation, race, ethnicity, disability, physical appearance, body size, age, or religion.

2.3 Harassment. Harassment is forbidden. Harassment is defined as systematic, hostile, and repeated acts taking place over a considerable period of time, or a singular flagrant instance, which is/are intended to exclude or shun a person and/or affect the dignity of the person.

2.4 Discrimination and Denigration. Do not offend the dignity or integrity of a country, private person, or group of people through contemptuous, discriminatory, or libelous words or actions on account of race, ethnicity, socioeconomic status, ability status, gender identity, language, religion, political opinion or any other opinion, sexual orientation, or any other reason.

2.5 Violent language. Do not use language or actions that refer to sexual violence or other violence.

2.6 Private information. Do not share account information or any other private information that could put ourselves or our peers at risk.

2.7 Cheating and Hacking. Do not cheat or hack.

2.7.1 Cheating. Cheating is defined as acting dishonestly or unfairly in order to gain an advantage.

2.7.2 Exploiting. Exploiting is defined as intentionally using any in-game bug or any feature not working as intended, at the sole discretion of Esposure officials, to seek an advantage.

2.8 Abusive Behavior. Abuse of officials, opposing team members, or audience members will not be tolerated. Repeated behavioral violations, including but not limited to touching another player's computer, body or property will result in penalties. Team members and program or league guests must treat all individuals attending with respect.

2.9 Official Discretion. Any other further act, failure to act, or behavior, in the sole judgement of Esposure leadership, that violates the Code of Conduct and/or the standards of integrity established by Esposure for competitive game play will be handled both by Esposure and the participants affiliated institution.