



Inclusion & Accessibility

V.01

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Our designated **Accessibility Lead** (including **Mental Health lead**) is **Becki Budd**, however, all of our referees/game team are responsible for accessibility. If you feel something could be more inclusive, please don't hesitate to talk to one of our team.

Is there a ‘Safe’ Zone?

Whilst we do not have a ‘Safe’ Zone for our players (and therefore everything is a potential IC risk), we avoid conflict in buildings. buildings to limit the risks, but if you make hostile actions (e.g. shooting from inside/through a window) our NPCs won't be prevented from coming in if necessary!

Non-Com, Low Com & High Com

All encounters will be designated **non-com**, **low com** or **high com** in advance. You may always ask the referee taking you to an encounter what level of combat to expect and your character may absolutely roleplay getting a bad feeling about an encounter. You do not need to be exclusively low com to use this mechanic: anyone can opt in and out of combat at any time. Many encounters will involve smoke effects: you can also always check with a referee if there will be smoke effects.

Non-Com

This is an encounter where there is no expectation of combat. This will be carefully managed by the refs in the situation, and they will step in (IC first, and then OC) to redirect any conflict. This may be that aggressive characters are moved outside, or other IC mechanics are used to prevent combat as the situation demands.

Low Com

Low-Com is not the same as non-com; it simply means that the encounter has not been designed with the direct intention of combat. We do not ask people to define themselves as combatant or non-combatant as we recognise that sometimes people want and are able to have be involved in combat, and sometimes they are not. We provide information on request to players/crew to allow people to make informed decisions about which encounters they want to engage with at any given time.

Low com encounters may involve risk of character death and the possibility of slow moving combat/conflict. You will never be expected to move quickly, fight or navigate obstacles at pace to survive a low com encounter, but **low com does not mean low risk**. And they can quickly turn into high com if your group makes unexpected choices.

High-Com

High-Com encounters may involve risk of character death and are likely to include fighting with melee weapons and/or projectiles. High Com encounters are those which have been designed with an expectation of significant combat elements. This does not mean combat is unavoidable, but generally we expect the encounter to involve it. Being able to move at pace and navigate obstacles is likely.

Disability Aids

We aim to ensure that all participants can make informed choices in accessing our game - from camping and sleeping, to whether you need to use disability aids such as walking sticks, crutches and wheelchairs.

All our game team members who take you on an encounter will be able to answer what kind of encounter it is, what the terrain is like, and any other relevant information. Not every encounter is going to be for everyone, but we endeavour to ensure there is a good spread of encounters for all our attendees.

If you have any questions about whether you can attend one of our events with your mobility/disability aid, please get in touch.

Communication and Comprehension

All skills, abilities and encounters which give you information will be written down where possible. Where information is not written down and it would help you, please ask a referee. If verbal communication is not ideal, you may ask any NPC to engage in written communication instead and they will deliver the same information but written.

If you are likely to benefit from this, consider carrying a "written comms" card so you don't have to ask verbally. You can speak to **Becki Budd** about creating something for your character pack.

Written communication does not mean the NPC will stop what they are doing or become less hostile; they will simply communicate without saying the words out loud. After all, a middle finger doesn't need a verbal explanation.

Dyslexia Access

We have a variety of coloured overlays available in GOD. These can be used on any written text, and may help with processing written information. Speak to Becki or GOD if you think you would benefit from this.

Psychological Safety

Psychological safety can be hard to gauge in this sort of game which deliberately inflicts psychological discomfort. As such, it is up to each individual to manage their own psychological safety. This includes being aware of your own triggers and reactions.

Trigger/Content Warnings

We put Trigger Warnings on all of our crew facing documentation to allow people to make choices for themselves. We ensure that IC documents also contain Out of Character trigger warnings where we believe these are appropriate.

We will give clear TWs to all crew going out on an encounter. We will also do the same for players who are heading to an encounter. On rare occasions we will call a “Time Freeze” to quickly give an OC Trigger Warning - although we try to avoid this as much as possible.

Whenever we give a Warning, there will always be a ref on hand to discuss any concerns you may have.

Look Down Gesture

We use the look-down gesture to show that you do not wish to engage with the in-character events. If you use the look-down gesture, NPCs and monsters will not engage with you at all for the duration of that encounter.

The look-down gesture involves looking down while covering your eyes with both hands. You should then remove yourself from the situation if you feel safe to do so.



This mechanic will never be used for anything other than an **OOO psychological safety feature**. We expect people to be fair and reasonable in their use of this feature. Whilst you may avoid character injury/death, you should not step directly back into that encounter once you have used the Look Down gesture. If you find yourself having to use this feature frequently, you should consider whether continuing to put yourself in similar situations is appropriate and how it may impact others. You can talk to Becki about this..