

# Is it Bullying in the SCA?

Did it take place in person or online?

IN PERSON

ONLINE

Was it at an official SCA Function? Meeting, Fighter Practice, Event or other official function?

NO

Since this was in a non SCA space, this interaction is not typically actionable by the SCA.  
\*Consider using the built in software on social media platforms to block the individual.

NO

Was it on an SCA run Social Media Platform like Discord or Facebook?

YES

YES

That's not bullying. That's a **RUDE MOMENT**.

You can talk to that person about what happened and let them know that it was hurtful to you since they didn't mean to hurt you. Having a disagreement about something is not bullying.

ACCIDENT

**INTENTION TO HARM**

Was the other person deliberately trying to cause you harm or was it an accident or misunderstanding?

DELIBERATE

That's not bullying - That's a **MEAN MOMENT**.

Talk to that person:  
"I don't like what you are doing."  
"Please do not talk to me like that."  
"Why would you say that?"

NO

**REPETITION**

Has this person done this to you more than twice?

YES

This is an **INTERPERSONAL CONFLICT**.

If you've already tried two different ways to solve the problem yourself, you should ask any seneschal for a moderated discussion.

NO

**IMBALANCE OF POWER**

Does this person have power over you in some form or fashion? Are they a Peer, officer, higher ranking, or been playing longer than you?

YES

It may be **BULLYING!** You should send an email to your branch seneschal and let them know what is going on. Make sure to ask for help and have an idea of what your ideal outcome would be.

Reasonable instructions or guidance issued by officers or agents of the SCA in the performance of their duties is not considered bullying  
Don't forget to follow the chain of command: Branch/Regional Seneschal → Kingdom Seneschal → Society Seneschal

## SCA Policy on Harassment and Bullying

Revised 7/24/2022

1. The SCA prohibits bullying and harassment of all individual and groups.
2. Bullying is ongoing and unwelcome behavior which involves the use of influence, threat, intimidation, or coercion to cause hurt or harm to another person or group of people. When the bullying behavior is based on a protected class, that behavior is defined as harassment. Protected classes include race, sex, religion, national origin, gender, sexual orientation, age, or disability.
3. The test for bullying is both the reasonableness of the behavior and the impact of that behavior on the recipient.
4. Bullying and harassment may be overt, as in the following non-inclusive list of examples:
  - a. Verbal abuse, including using racial, homophobic, transphobic, ableist epithets, etc.
  - b. Non-consensual physical contact, threats of violence, or threatening gestures
  - c. Displaying material that is offensive, degrading, or threatening to a protected class
  - d. Consistent demeaning remarks or malicious teasing
  - e. Stalking or predatory behavior
5. It may also be covert, as in the following non-inclusive list of examples:
  - a. Spreading rumors or innuendo with malicious intent.
  - b. Deliberate exclusion, isolation, or alienation of an individual without just cause.
  - c. Using rank, title, or office to intimidate others.
6. Provided that the behavior does not rise to the criteria listed above, bullying and harassment is not:
  - a. Single episodes of social rejection, dislike, tactlessness, or forgetfulness
  - b. Mutual arguments, disagreements, or fights
  - c. The termination, mutual or not, of a romantic relationship or friendship
  - d. Reasonable constructive feedback or critique
  - e. Reasonable instructions or guidance issued by officers or agents of the SCA in the performance of their duties.
7. Participants engaging in bullying/harassment are subject to appropriate sanctions. If an individual believes they have been subjected to or have witnessed harassment, bullying, or retaliation, that person should contact a seneschal, the President of the SCA, or that kingdom's Board Ombudsman.
8. The following statement must be posted at gate/troll at every SCA event in a size large enough for people to see it as they enter our events. This language must likewise be quoted in ALL site handouts at every event or site where a handout is made available.

### **THE SCA PROHIBITS HARASSMENT AND BULLYING OF ALL INDIVIDUALS AND GROUPS.**

Participants engaging in this behavior are subject to appropriate sanctions. If you are subjected to harassment, bullying or retaliation, or if you become aware of anyone being harassed or bullied, contact a seneschal, President of the SCA, or your Kingdom's Board Ombudsman.