# CODE OF CONDUCT

GATEWAY ESPORTS

njcaaesports.org

**The mission of the National Junior College Athletic Association of Esports (NJCAAE) is to establish an institution to provide a platform and governance of collegiate Esports for community and technical colleges throughout the United States. Participants from NJCAAE member colleges are expected to adhere to high standards of conduct to set an example of sportsmanship and professionalism that can be applied to students' future personal and professional lives.**

**The code of conduct herein outlined is applicable to all members of the NJCAAE community, including students, coaches, managers, athletic directors, staff and employees of the NJCAAE, and any other individuals associated with participant colleges (hereafter referred to as NJCAAE members).**

# 1. Expectations for Upholding of Code of Conduct

### 1.1 Code Application.

The NJCAAE Code of Conduct applies, but is not limited to in-game, live stream, social media, and out of game interactions.

### 1.2 Safe Spaces.

All NJCAAE Members will create and maintain an inclusive environment where all individuals feel safe and regardless of any personal expression of sex, gender identity, sexual orientation, race, ethnicity, disability, age, physical appearance, or religion. Violation of this inclusivity is not permitted.

### 1.3 Inclusive and Respectful Communication.

NJCAAE Members should communicate in a positive and respectful manner. Should individual NJCAAE Members have disagreements or concerns with other NJCAAE Members, NJCAAE policies, procedures, or functions each member should make a good faith effort to resolve conflicts or disputes in coordination with the NJCAAE prior to posting to social media platforms.

### 1.4 Moderation.

Social media platforms and online forums associated with NJCAAE functions should be moderated for offensive language and expression, harassment, discrimination, violence, and competitive dishonesty.

### 1.5 Reporting.

NJCAAE members, players, and coaches must report any violations to which they are a witness to during any NJCAAE sanctioned activity.

### 1.6 Conflict Resolution.

Each NJCAAE Member college should have a policy or procedure for the resolution and reporting of disputes or violations of codes of conducts both from their internal institution and from the NJCAAE Code of Conduct.

### 1.7 Federation Conflicts.

Upon discovery of Code of Conduct violations by an individual NJCAAE Member or NJCAAE Institution, the NJCAAE has full authority to review all data and evidence surrounding the violation and to issue consequences thereof.

#### 1.7.1 Investigation.

The NJCAAE may assign an NJCAAE Official to investigate Code of Conduct violations at their sole discretion. At the conclusion of the investigation the NJCAAE may assign penalties at their sole discretion.

#### 1.7.2 Cooperation with Investigation.

All NJCAAE Members are expected to cooperate with NJCAAE investigations into Code of Conduct violations. Each NJCAAE Member is obligated to tell the truth and not to create or otherwise obstruct any aspect of the investigation. If an NJCAAE Member is subsequently found to have lied or otherwise obstructed the investigation, then the NJCAAE Member and/or the NJCAAE Participant institution may be subject to additional penalties or punishments.

#### 1.7.3 Confidentiality.

All NJCAAE Members are not permitted to disclose any confidential information provided by NJCAAE Officials or associates by any method of communication, including social media platforms or channels.

#### 1.7.4 Non-Compliance.
No NJCAAE Member or Participant Institution may refuse or fail to comply with instructions or decisions of NJCAAE Officials.

# 2. Code of Conduct

### 2.1 Offensive Expression.
The expression of oneself in an offensive manner towards other people or their actions is not permitted. Offensive expression includes, but is not limited to, actions or words that are insulting, mocking, disruptive, or antagonistic.

#### 2.1.1 Taunting.
It is forbidden to make excessive use of specific character movements or actions that are not directly related to competitive gameplay to ridicule, jeer, insult, or otherwise deride players in-game. Use of such movements or actions beyond what may be reasonably considered typically acceptable celebration will not be tolerated.

##### 2.1.1.1 Examples of Taunting are included but not limited to the following.
Crouching over an opponent's character in-game without any clear competitive reason.
Overuse of sprays.

### 2.2 Offensive Language.
The use of language, nicknames, or other expressions – whether verbal or written – that insult another player's sex, gender identity, sexual orientation, race, ethnicity, disability, physical appearance, body size, age, or religion is not permitted.

### 2.3 Offensive in-game names or handles.
The use of nicknames, team names, skins, or any other game device that may be offensive as described above is not permitted. In-game names or handles may not be or reference any illegal substances, illegal activity, or alcohol.

### 2.4 Doping.
The use of performance enhancing drugs is prohibited.

#### 2.4.1
The List of Prohibited Substances and Methods created by the World Anti-Doping Agency (WADA) applies to all NJCAAE events. The full list can be found at http://list.wada-ama.org/

#### 2.4.2
Any unprescribed use of these substances is considered doping.

#### 2.4.3
Drugs taken to conform to one's gender identity are exempted from the doping prohibition.

## 2.5 Alcohol or Drugs.

The use of alcohol or illegal drugs, including tobacco and cannabis, during an official match is prohibited and violators will be sanctioned.

## 2.6 Harassment.

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

### 2.6.1 Verbal harassment.

The use of words or actions that make another person uncomfortable, including, but not limited to, name calling, spreading rumors, telling unsolicited jokes, or spamming messages is not permitted.

### 2.6.2 Physical harassment.

Unwelcome or hostile touching of another person is not permitted.

### 2.6.3 Sexual harassment.

Sexually harassing other players, team members, or other associated parties is forbidden. Sexual harassment is defined as unwelcome sexual advances. The assessment is based on whether a reasonable person would regard conduct as undesirable or offensive. There is zero tolerance for any sexual threats or coercion or the promise of advantages in regards to sexual favors.

### 2.6.4 Stalking.

Unwanted and repeated surveillance of another NJCAAE member is not permitted. This would include, and is not limited to, checking phone or social media information to gain knowledge or otherwise monitor another individual, and repeatedly contacting or following another individual.

### 2.6.5 Discrimination and Denigration.

Offending the dignity or integrity of a country, person, or group of people through contemptuous, discriminatory, or denigratory words or actions on account of race, ethnicity, socioeconomic status, ability status, gender identity, language, religion, political opinion, sexual orientation, or any other reason is forbidden.

### 2.6.6 Violent Language.

Language or actions referring to physical or sexual violence is forbidden.

### 2.6.7 Violent Actions.

Acting in a threatening or violent manner is forbidden.

### 2.6.8 Private Information.

Sharing account information or any other private information that could put yourself or others at risk, also known as doxing, is forbidden.

## 2.7 Hazing.

Imposing humiliating or otherwise strenuous tasks as a condition of joining or otherwise being included as an NJCAAE member is expressly forbidden.

## 2.8 Competitive Code of Conduct.

### 2.8.1 Unfair Play.

The following actions will be considered unfair play and will be subject to penalties or punishments at the sole discretion of the NJCAAE.

### 2.8.2 Sandbagging.

Intentionally playing below one's competitive abilities, also known as sandbagging, is expressly forbidden.

### 2.8.3 Collusion.

Collusion is defined as any agreement among two or more NJCAAE Members or Institutions to disadvantage opposing NJCAAE Members. Collusion includes, but is not limited to, acts such as:

#### 2.8.3.1 Soft Play.

Soft play, which is defined as any agreement among two or more Players to not damage, impede or otherwise play to a reasonable standard of competition in game.

#### 2.8.3.2

Pre-arranging to split any form of prizing.

#### 2.8.3.3

Sending or receiving signals, including electronic, from a confederate to/from any other individual.

#### 2.8.3.4

Deliberately losing a game for compensation, or any other reason, or attempting to induc another NJCAAE Member or Institution to do so.

### 2.8.4 Coercion.

Any attempt to manipulate a match or outcome through threats or intimidation of other participants or members of NJCAAE administration will result in removal from NJCAAE Tournaments.

### 2.8.5 Deception.

Any attempt to mislead or deceive other participants or members of NJCAAE administration will be penalized.

### 2.8.6 Cheating and Hacking.

Cheating or hacking as determined by the NJCAAE is strictly prohibited. This applies to all software, hardware, peripherals, and anything involved in competitive play.

#### 2.8.6.1 Cheating.

Cheating is defined as acting dishonestly or unfairly in order to gain an advantage. Examples can be found below and in the NJCAAE general Tournament Rules.

##### 2.8.6.1.1 Multihacks-

The use of any program to give the player an advantage through the use of code processing. Advantages can include Faster movement/attacks.

#### 2.8.6.1.2 Wallhack-
Code enabling a player to cheat by modifying the properties of walls, as by making them transparent or nonsolid.

#### 2.8.6.1.3 Aimbot-
Code used to provide varying levels of automated target acquisition and calibration to a player.

#### 2.8.6.1.4 Triggerbot-
Code that activates/modifies a player's trigger speed or timing in any way.

#### 2.8.6.1.5 Colored Models-
Code that modifies an asset's colors to make them more or less visible than intended.

#### 2.8.6.1.6 No-Recoil-
Code that modifies the intended in-game recoil automatically without any player action.

#### 2.8.6.1.7 No-Flash-
Code that removes any in-game animation as intended to gain any form of advantage.

#### 2.8.6.1.8 Sound changes-
Modifying any games in-game sound outside of the developer's intent to gain an advantage.

#### 2.8.6.1.9 Macros-
Use of hardware or software to bind multiple actions to a single command or key press.

### 2.8.6.2 Hacking.
Hacking is defined as any modification of the game client by any person.

### 2.8.7 Exploiting.
Exploiting is defined as intentionally using any in-game bug or any feature, as determined by the NJCAAE, to seek an advantage is strictly prohibited.

## 2.9 Criminal Activity.
Do not engage in any activity which is prohibited by common law, statute, or treaty and which leads to or may be reasonably deemed likely to lead to conviction in any court of competent jurisdiction.

### 2.9.1 Betting.
As outlined in NJCAAE General Tournament Rules, do not take part, either directly or indirectly, in betting or gambling on any results of any NJCAAE tournament, function, match or event.

### 2.9.2 Match Fixing.

As outlined in NJCAAE General Tournament Rules, no NJCAAE Member may negotiate or offer any reward to any NJCAAE Member, NJCAAE Official, NJCAAE Employee, or any other person connected with or employed by another NJCAAE team for services promised, rendered, or to be rendered in defeating or attempting to defeat a competing team.

### 2.10 Profanity and Hate Speech.

A Team Member is forbidden to use language that is obscene, foul, vulgar, insulting, threatening, abusive, libelous, slanderous, defamatory or otherwise offensive or objectionable; or promote or incite hatred or discriminatory conduct, in or near the match area, at any time. This rule additionally applies to public social media, live streaming, or player comms during live events such as the Live Finals. For more information see section 4.5 in the NJCAAE General Tournament Rules.

### 2.11 Abusive Behavior.

Abuse of NJCAAE Season officials, opposing Team Members, or audience members will not be tolerated. Etiquette violations, including but not limited to touching another player's computer, body, or property will result in penalties. Etiquette violations additionally include physical, verbal, emotional, sexual, and mental harassment. Team Members and their guests (if any) must treat all individuals attending a match with respect. For more information see section 4.5 in the NJCAAE General Tournament Rules.

### 2.12 Ban Evasion.

A team may not attempt to roster or start a player that is not eligible due to disciplinary action or account bans by use of a smurf or alternate account.

## 3. Penalties and Punishments.

### 3.1 Assessment.

The NJCAAE reserves the right to assess and assign penalties or punishments at its sole discretion.

#### 3.1.1 Official Discretion.

Any act, failure to act, or behavior, in the sole judgement of NJCAAE Officials, that violates the Code of Conduct and/or the standards of integrity established by NJCAAE for competitive game play.

### 3.2 Individual Violation Penalties and Punishments.

Upon review of any investigation of Code of Conduct violations by the NJCAAE, the NJCAAE Official assigned to the investigation will determine the appropriate sanctions to an individual NJCAAE Player according to the NJCAAE Punishment Sanctions for Rule Violations. The NJCAAE National Office will endeavor to utilize progressive sanctions but reserves the right, in its sole discretion, to administer stricter sanctions at any time for any reason.

**Sanction A** – All-Chat, Inter-Team Chat or non-team voice ban from all NJCAAE sanctioned matches or events for a 3-week period, starting from the date of sanction ruling.
**Sanction B** – Forfeiture of the match where the conduct violation occurred.
**Sanction C** – Four-week suspension and forfeiture of matches for all game titles (including a forfeiture of any matches participated in while ruling was pending) the student athlete participates in. Suspension includes any NJCAAE sanctioned event.

**Sanction D** – Suspension for the then current regular and postseason for all game titles and all NJCAAE sanctioned events.

**Sanction E** – Banned from participating in any NJCAAE sanctioned event for one calendar year or a determined amount of time by the NJCAAE National Office.