

# Alea's Code of Conduct

Alea, the organization behind Fastaval, strives to create a safe environment for community, creative expression, and volunteer work. Fastaval is an open and inclusive cultural event where all volunteers and participants should feel welcome and respected. This Code of Conduct defines Alea's values for interaction and behavior and outlines how violations are handled.

The Code of Conduct applies to all volunteers and participants at Alea's events, including Fastaval. It is reviewed annually by the board in collaboration with the main organizer group after Fastaval.

## 1. Alea's Values for community and conduct

Alea is built on the following values:

1. **Inclusivity:** Everyone is welcome regardless of beliefs, sexuality, ethnicity, religion, or age.
2. **Safety:** Everyone has a responsibility to contribute to a safe and inclusive community, both physically and online.
3. **Respect:** Everyone should be treated with equal respect.
4. **Consideration:** People's boundaries and needs should be acknowledged and respected.

Therefore, discrimination, bullying, or any form of abusive behavior—whether physical, psychological, or sexual—will not be tolerated.

## 2. There is always someone to help

If you experience an uncomfortable situation or need support during Fastaval, you can contact the Safety Hosts or the On-Duty General. Outside of the event, you can reach out to Fastaval's safe email ([safe@fastaval.dk](mailto:safe@fastaval.dk)) or Alea's board ([alea@fastaval.dk](mailto:alea@fastaval.dk)). These individuals are bound by confidentiality. More details about safety procedures can be found on Fastaval's website.

## 3. Boundaries and communication

Fastaval's activities can be intense, particularly role-playing scenarios that address difficult, controversial, or sensitive topics. Fastaval is also a long event, where exhaustion and social fatigue can make it harder to handle challenges.

It is crucial to respect both your own and others' boundaries, including fellow players and game facilitators. **Communication is key.** It is always better to pause a game and address discomfort through conversation rather than continuing at the expense of yourself or others.

Some scenarios and board games explore boundary-pushing or problematic themes, but such behavior must be left within the game. No inappropriate behavior outside of the game can be justified by game content.

## 4. Respect for volunteers' work

Fastaval is entirely volunteer-driven, and their efforts are essential for the event's success. All volunteers should be treated with respect, even in moments of frustration. Often, when something goes wrong, it is due to circumstances beyond an individual volunteer's control.

Service and sales areas sometimes experience dissatisfied participants expressing themselves disrespectfully or behaving inappropriately. This is unacceptable. At Fastaval, we treat each other with kindness and patience—volunteers are doing their best to create a great experience for everyone.

Many dedicated individuals spend countless hours designing and organizing activities before and during Fastaval, including game designers, writers, game facilitators, rules coordinators, and team organizers.

If you have signed up for an activity, we encourage you to participate unless it compromises your well-being. Your presence and engagement help ensure the best experience for everyone.

## 5. Alcohol

If alcohol is served at Alea events, non-alcoholic alternatives will always be available. Alcohol does not exempt anyone from responsibility, and the Code of Conduct must always be followed, regardless of alcohol consumption. During Fastaval, there is always a sober On-Duty General available throughout the event.

## 6. Personal relationships at Alea

It is natural for relationships to form between volunteers and participants. We recognize this as part of our community. All sexual interactions must be based on consent, and verbal consent is strongly encouraged. No one should engage in sexual activity with someone who is too intoxicated or otherwise unable to give clear consent. Personal interactions must not cause discomfort to others.

## 7. Power dynamics and relationships

Power dynamics exist in many parts of our community — not only in formal positions of trust. They can arise from experience, age, status, or other factors, and it is important to be aware of how they influence relationships between volunteers and participants.

Volunteers in positions of trust carry a particular responsibility. They represent Alea and Fastaval and hold an extra degree of trust from the community. We therefore expect them to be attentive to any imbalanced power dynamics and not to exploit their position—whether consciously or unconsciously.

Power dynamics are not inherently problematic and can be equitable, but they require reflection and responsibility to ensure a safe and respectful environment for everyone.

We also urge extra caution in relationships involving individuals under 18. According to Danish law, sexual contact with persons under 15 is prohibited; furthermore, if you hold a position of trust in relation to the person (for example, as their organiser), sexual contact with someone under 18 is prohibited.

## 8. Alea's responsibility for a safe environment

Alea is committed to ensuring a safe and respectful environment by:

- Responding promptly and appropriately to all reports in accordance with our principles.
- Ensuring that the Alea board and Fastaval's main organizers have designated contact persons available for information and support.
- Regularly reviewing and updating the Code of Conduct to maintain its relevance.

## 9. Handling violations of the Code of conduct

Everyone contributes to their own experience and has a responsibility to help maintain a safe environment. If you witness or experience a violation of the Code of Conduct, we encourage you to act or reach out to the main organizers, Safety Hosts, or Alea's board. For further details on case handling, see the section on "Handling of individual cases".

Fastaval's main organizers and Alea's board have the authority to make decisions in the best interest of the event and its participants, including excluding or expelling individuals based on their behavior.