Phenomenon Labs Inc Social Media (Discord) Policy

Policy document, revision 1 (enacted 28 July 2024)

What is this?

This document identifies responsibilities, rules, and roles for the Phenomenon Labs Inc. Community Discord server. Discord (https://discord.com/) is a popular communications platform used to support gaming activities. This document has been prepared so that the Phenomenon Community's use of the Discord service can occur in a manner consistent with the Association's Purpose and Values.

What do I have to do?

Understanding and complying with the Discord Community Rules is a requirement for all persons who intend to participate in the Phenomenon Community using Discord. Association Committee Members and other Moderators have additional responsibilities which require familiarity and observance of this policy.

Purposes and use of the Phenomenon Labs Inc. Community Discord server

The Phenomenon Labs Inc. Community Discord server (Phenomenon Community server) may be joined/found through the following link:

Phenomenon Community (https://discord.gg/npZVdxNYSx)

The purposes of the Phenomenon Community server are comprised by the following items.
- Providing a channel for engagement and information-sharing about the Association, the Community, and relevant events.
- Facilitating the operations of the Association by providing a place to hold online meetings.
- Allowing for relevant discussion by participants that relates to the pastime of roleplaying or its promotion in the community.
- Any other use deemed appropriate by the Committee of the Association, subject the Association's Objects, Values, and other relevant governing instruments.

All activity on the Phenomenon Community server must be consistent with the Phenomenon Community Rules (see Appendix A).

Official communications

The Phenomenon Community may be used to provide official communications from the Committee or its delegates. All official communications should be discussed by the Committee prior to release to ensure that any messaging is consistent.

The Committee may delegate, in the normal ways allowed by the rules of the Association, permission to make official communications but their contents should continue to be discussed with the Committee prior to being made public.

The Committee may also authorise Committee members or delegates to approve official communications without requiring the endorsement of the Committee.

Official communications should be made clearly identifiable as such, for example through the use of dedicated channel for this purpose.

Moderation

The Phenomenon Community server is another space that is provided by the Association, and for which the Association Committee is responsible. To be consistent with the Association's Values, especially that of safety, the Phenomenon Community must be moderated.

Moderators are responsible for ensuring that participants conduct themselves in a manner consistent with the Phenomenon Community Rules and may be obligated to apply reasonable consequences if any person does not. Moderators are obligated to intervene when conduct not consistent with the Phenomenon Community Rules is observed..

All Committee members are considered to be Moderators.
The Committee may identify other persons as Moderators. Persons identified as Moderators by the Committee must be Members of the Association.

Moderators are enjoined to consider the Phenomenon Values when moderating.

Dealing with Phenomenon Community Rules violations

If conduct not consistent with the Phenomenon Community Rules is observed Moderators are required to advise the person acting inconsistently as soon as practicable.

It is recommended that inconsistent behaviour elicits a warning in the first instance, but this is not required and is subject to the judgement of the Moderator.

Discord permits Moderators to use a range of responses to intervene in relation to behaviour inconsistent with the Phenomenon Community Rules. The use of these responses, including banning (removing server membership and preventing rejoining), is at the judgement of the Moderator.

Moderators who are required to make any intervention relating to behaviour inconsistent with the Phenomenon Community Rules must describe the person, the inconsistent behaviour, and the response(s) used in the Moderation Channel.

Appeals and complaints

If a person has been subject to the response of a Moderator and wishes to make an appeal or complaint about the response is able to do so by application to the Committee in writing via info@pheno.org.au.

The application will be added to the next available Committee Meeting agenda and considered by the Committee.

Appendix A: Phenomenon Community Rules

1. This community is provided by Phenomenon Labs Incorporated and operates in accordance with its Rules, Values, and Policies.
2. Phenomenon Labs Incorporated values safety, community, diversity, and creativity. When you are participating in this community keep these values in mind and choose respect, tolerance, and curiosity in your interactions.
3. Phenomenon Labs Incorporated's purpose is to organise the Phenomenon roleplaying games convention and to foster and promote role playing games in the community. The primary function of this community is to support this purpose and the operations of the Association.
4. Abusive or divisive conduct, including but not limited to, the use of racist, sexist, classist, or transphobic language or imagery is not permitted and this conduct will result in responses from Moderators that may include permanent banning from the community.
5. Offensive or inappropriate content is not permitted and will result in responses from Moderators that may include permanent banning from the community. Inappropriate conduct will be evaluated by Moderators and will take into consideration the purpose and values of Phenomenon Labs Incorporated.
6. Promotional content is permitted in this community only with the approval of the Committee. If you would like to advertise or promote your roleplaying, or roleplaying adjacent, event/product/community please contact a Community member with the Committee role.
7. Any questions or concerns about the operation of this community should be raised with a community member with either the Moderator role or by email to info@pheno.org.au.
8. Phenomenon Labs Incorporated is an Australian organisation and is an association incorporated under the laws of the Australian Capital Territory.
9. This community operates on the Discord service and the Discord Terms of Service apply to this community.

Appendix B: Phenomenon Community roles

The following roles, with associated permissions and privileges, are used on the Phenomenon Community server.

Committee [Member]

This role is applied to all participants in the Phenomenon Community server who are members of the Committee.
The permissions to communicate, react,and share media or links should be granted to this role.
Access to all channels (and content) should be granted to this role.

Moderator

This role is applied to all participants in the Phenomenon Community server who are Moderators. This includes all Committee members.
The permissions needed to moderate and intervene should be granted to this role.
Access to all channels (and content) within scope of the delegated moderation responsibility should be granted.
Access to the Moderation channel should be granted

<Specific Subcommittee> [Member]

This role is applied to all participants in the Phenomenon Community server who are members of a specific sub-committee.
The permissions to communicate, react,and share media or links should be granted to this role.
Access to channels (and content) relating to the operation of the Association should be granted.
Access to channels (and content) relating to the operation of the specific subcommittee should be granted.

Association [Member]

This role is applied to all participants in the Phenomenon Community server who are members of the Association.
The basic permissions to communicate and react should be granted to this role. Sharing media or links should be considered.
Access to channels (and content) relating to the operation of the Association should be granted

Community [Member]

This role is applied to all participants in the Phenomenon Community server.
The basic permissions to communicate and react should be granted to this role. Sharing media or links should be considered.

Appendix C: Phenomenon Community channels

The following channels, and access permissions, are recommended for the Phenomenon Community. The Committee may decide to add channels to this list.

Text channels

Announcements

All users can view this channel; only authorised persons can communicate using this channel and it is intended to be used for official communications (see above) primarily.

Community

All users can view and communicate using this channel.

Association

Only members with the Association role can view and communicate using this channel.

<Subcommittee> Only

Only members with a Subcommittee role or Committee role can view and communicate using this channel.

Committee Only

Only members with the Committee role can view and communicate using this channel.

Convention [YYYY]

All users can view and communicate using this channel.

Moderation

Only members with a Moderator role can view and communicate using this channel.

Voice channels

Note: *Generally accessible voice channels should not be routinely available on the Phenomenon Community because of the complications of moderating realtime voice communications. The Committee may decide to temporarily establish voice channels to engage with the wider community or to engage in other activity related to the Association's purpose.*

Association Only

Only members with the Association role can view and communicate using this channel.

<Subcommittee> Only

Only members with a Subcommittee role or Committee role can view and communicate using this channel.

Committee Only

Only members with the Committee role can view and communicate using this channel.