GARDEN STATE COMBAT ROBOTICS, INC.

CODE OF CONDUCT

POLICY-003 | VERSION 1.0 | BYLAWS AUTHORITY: ARTICLE 3.1, SECTION 3.3 (GOVERNANCE LEAD); BOARD ADOPTION REQUIRED

1. Garden State Combat Robotics League Code of Conduct

It is a privilege to be part of the Garden State Combat Robotics League (GSCRL) community

2. Purpose

This Code of Conduct promotes sportsmanship, safety, and respect among all members, including builders, competitors, volunteers, spectators, and organizers, during all league-related activities, such as events, workshops, and online interactions. Everyone associated with GSCRL is expected to uphold the highest standards of lawful, safe, and responsible conduct to support the integrity of and public confidence in the league. We must show respect for others within and beyond our community and strive to conduct ourselves in ways that positively reflect on ourselves, our sport, our teams, the communities we represent, and GSCRL.

3. Who This Applies To

This Code applies to all persons who participate in or are invited into GSCRL activities, including:

- Builders, competitors, and pit crew members
- Volunteers and event staff
- Spectators and attendees
- Organizers and league officials
- Directors, officers, and Board members
- Parents, guardians, and chaperones of minors
- Vendors and contractors at GSCRL events

4. Expected Behavior

All participants in GSCRL activities are expected to:

- **Demonstrate Respect:** Treat all individuals with dignity, regardless of age, gender, race, ethnicity, religion, disability, or experience level. Avoid discriminatory, harassing, or derogatory language or actions.
- **Prioritize Safety:** Adhere to all safety rules and guidelines outlined by GSCRL, including proper handling of robots, tools, and equipment. Report unsafe conditions or behaviors to event staff immediately.
- **Exhibit Sportsmanship:** Compete fairly, accept outcomes graciously, and show respect for opponents, judges, and officials. Encourage and support fellow competitors.
- **Follow Rules:** Comply with all GSCRL event rules, including technical specifications, match protocols, and venue policies.
- **Communicate Constructively:** Engage in positive and professional communication, whether in person, online, or through other channels. Resolve conflicts calmly and respectfully.
- **Supervise Minors:** Ensure that any participating minors (under 18) are accompanied and supervised by a parent or guardian at all times.
- **Maintain Professional Interactions:** Foster a welcoming and inclusive environment by keeping personal interactions friendly, respectful, and appropriate. Focus on the spirit of competition and camaraderie, ensuring all participants feel comfortable and valued.

5. Unacceptable Behavior

The following behaviors will not be tolerated and may result in disciplinary action:

- **Harassment or Discrimination:** Any form of harassment, bullying, or discrimination based on personal characteristics, including but not limited to verbal abuse, intimidation, or inappropriate physical contact.
- **Inappropriate Personal Conduct:** Engaging in non-consensual flirtatious behavior or any kind of sexual behavior that makes others uncomfortable or detracts from the professional and inclusive atmosphere of GSCRL events.
- **Unsafe Practices:** Engaging in reckless or unsafe behavior, including improper use of robots, tools, or equipment, or disregarding safety protocols.
- **Unsportsmanlike Conduct:** Cheating, intentionally damaging opponents' robots beyond normal competition, or displaying disrespectful behavior toward competitors, officials, or spectators.
- **Non-Compliance with Rules:** Violating GSCRL event rules, venue policies, or instructions from event staff.
- **Disruptive Behavior:** Actions that disrupt the event, including excessive arguing with officials, inappropriate language, or interference with matches or activities.

6. Enforcement

Spirit of the Rules: Participants must adhere not only to the letter of this Code but also to its intent and spirit. Actions that undermine the principles of safety, respect, and sportsmanship may still result in disciplinary action even if not explicitly listed as unacceptable.

Reporting Violations: Any individual who witnesses or experiences a violation should report it to GSCRL event staff or organizers immediately. Reports can be made in person or via email to conduct@gscrl.org

Consequences: Violations will be reviewed by the GSCRL Board of Directors in collaboration with the event organizer(s). Depending on severity, consequences may include:

- Verbal warning
- Removal from an event
- Suspension from future events
- Permanent expulsion from the league

At an Event: Disciplinary actions may be implemented immediately by event organizers (EO) and staff. Major violations or multiple minor violations could result in removal from an event without refund. EO decisions are final for the duration of that event, GSCRL will not “un-do” any disciplinary action taken by an EO at any GSCRL event.

After an Event: Disciplinary actions may also be implemented by the board after further review following the event. Serious violations such as harassment, unsafe behavior, or illegal conduct may result in long term bans from GSCRL events or online platforms, and if necessary notification of local law enforcement authorities.

GSCRL has reciprocal arrangements with other local organizations including NHRL. Violations at GSCRL will be shared with these organizations and may also be enforced there at their discretion.

Appeals: Individuals subject to disciplinary action may appeal decisions by submitting a written appeal to the GSCRL Board of Directors (conduct@gscrl.com) within seven (7) days of being notified of the consequence. The Board will review the appeal and respond with a final decision before the consequences take effect, where feasible. To reiterate, GSCRL will not “un-do” any disciplinary action taken by an EO at a GSCRL event. The EO is responsible for all aspects of the event, including disciplinary actions. If after reviewing the EO’s decision or action was inappropriate the GSCRL board will address all concerns with the EO directly.

7. Commitment to Community

By participating in GSCRL activities, all members agree to uphold this Code of Conduct and contribute to a welcoming, safe, and competitive environment.

Everyone is encouraged to embody the spirit of combat robotics through creativity, camaraderie, and mutual respect.

8. EXAMPLES:

a. Debating safety issues with arena managers (even if they are wrong, a competitor's role is not to argue with event staff. You can raise your concerns respectfully to the EO or the GSCRL board after the fact, but the EO has final say on the day of the event.
b. Arguing excessively online with event staff. After making your point there is no valid reason to send a dozen follow up messages arguing your position. This will be considered disrespectful and harassment.
c. When a staff member provides you an answer you may then approach the EO, but the EO's decision is final. Approaching additional staff is unacceptable.
d. Repeated disregard of instructions that were given during a Driver's or similar Safety/Rules Information meeting is both disrespectful, and a breach of safety protocols.