

PHENOMENON LABS INC.
PARTICIPATION OF PERSONS UNDER 16 YEARS OF AGE POLICY
Updated 04/07/23

Scope

This policy applies to:

- Parents or Guardians
- Persons under the age of 16
- Phenomenon Volunteers including but not limited to
 - Organisers
 - Game writers and assistants
 - Convention volunteers

Purpose

Phenomenon Labs Inc. seeks to provide a welcome and inclusive environment, where our community members can play games, and socialise with other persons who share their hobby. We want to ensure the events we put on are fun, safe, and accessible to everyone. This means some of our events, including our role-playing games, are not always suitable for persons under the age of 16 years. Given this, Phenomenon Labs Inc. is implementing a policy to protect the safety and well-being of all participants of a Phenomenon Labs Inc. event (for example, events such as the Phenomenon Roleplaying Convention), including persons under the age of 16 years. We ask for parents and guardians' assistance in ensuring that persons under 16 years of age can enjoy events linked to Phenomenon Labs Inc.

Policy

Persons under 16 years old must be accompanied at all times by an adult guardian (chaperone) when they are on-site at any Phenomenon Labs Inc. event. All chaperones must be 18 years of age or older at the time they are acting as the chaperone.

Chaperones are required to attend all events, such as role-playing games and sessions, that persons under 16 years of age participate in. They do not have to play alongside the person(s) but are required to accompany the person(s) under age 16 years throughout attendance on site. This requirement includes being physically in the same event location (i.e., a room or hall) with the person(s) under their guardianship.

Chaperones are required to supervise behaviour of persons under their guardianship throughout the event, including in a role-playing game, and may assist the writer/ game runner and/or event organisers in moderating content.

It must be clear to the writer/ game runner and event organisers who is the chaperone at any given time. A chaperone may be asked to confirm their guardianship at any time by an event volunteer.

We do not require persons aged between 5 and 16 years of age to be escorted to the bathroom.

Implementation

For chaperones

Chaperones are required to be registered as the chaperone upon registration of the person(s) under 16 years of age to a Phenomenon Labs Inc. event. Multiple chaperones may be registered

at time of registration. If you have any changes to the chaperone information including a change of chaperone on the system or new chaperones, please see our event organisers on the day.

Once you are registered, the Phenomenon Labs Inc. will ensure that the nominated chaperone(s) is linked with the person(s) under 16 years of age on both our IT system and our event volunteers are aware of the arrangement.

Phenomenon Labs Inc. will also take best steps to inform our writers and game runners of the registered participation of a person under 16 of age and their linked chaperone in their game. However, due to the nature of communication Phenomenon Labs Inc. may not be able to advise a writer or game runner of this information until short notice. We encourage writers and game runners to reach out to their point of contact for a Phenomenon Labs Inc. event (i.e., a Writer Wrangler) to confirm whether any participants are persons under 16 years of age. We also encourage chaperones to touch base with a writer or game runner upon commencement of the Phenomenon Labs Inc. event to discuss any concerns or flag any content moderation.

When you are on site at a Phenomenon Labs Inc. event, you are required to chaperone the person(s) under 16 years of age as in accordance to the policy outlined above.

If you have any questions, please ask our registration staff when picking up badges or writers. Game runners at the event session.

For Writers and Game Runners

Upon offering to write or run a game for Phenomenon Labs Inc. event, you may be asked to provide information about the content of your game including whether it is appropriate for persons under 16 years of age. Writers and game runners may indicate if their content is not appropriate to Phenomenon Labs Inc. volunteers, so that appropriate indications can be flagged during event advertisement.

We encourage writers and game runners to reach out to their point of contact for a Phenomenon Labs Inc. event (i.e., a Writer Wrangler) to confirm whether any participants are persons under 16 years of age.

In the event that you receive a registration of a person under 16 years of age and their participation is not appropriate, we require you to liaise with your point of contact (i.e., Writer Wrangler) as soon as possible so that alternative arrangements may be made.

Where you are or become uncomfortable with the behaviour of a person(s) under 16 years of age during an event, you may require intervention from the chaperone present in the room. In the event that the chaperone does not moderate the behaviour of a person(s) under 16 years of age, it may be appropriate to end your event (i.e., session). If you take this action, please contact your point of contact (i.e., a Writer Wrangler or another organiser) so that event volunteers can take appropriate action with both the person(s) under 16 years of age and their chaperone(s).

Appendix 1: Condition of use of Daramalan College

Please note the condition of our agreement with Daramalan College sets out that Phenomenon Labs Inc. events:

- 1) Require a guardian accompanying a person(s) under 16 years of age at all times while on-

site.

- 2) Require all participants, volunteers, and community members wear a badge identifying them as part of a Phenomenon Labs Inc. event at all times while on-site.

If a person(s) under 16 years of age and/or their chaperone(s) cause Phenomenon Labs Inc. to breach the conditions of use at Daramalan College, then Phenomenon Labs Inc. maintains the right to eject those persons from the event and refuse future entry to events.