



**The Jamaica Esports Initiative**  
Units 11-12, Technology Innovation Centre,  
University Of Technology  
Kingston Jamaica

Tel: 1(876)428-2624 Email: [info@jamaicaesports.org](mailto:info@jamaicaesports.org) Web: <https://jamaicaesports.org>

## Code of Conduct

The Jamaica Esports Initiative is a not-for-profit organization dedicated to creating innovative programs, hosting world-class events, developing social skills, fostering the development of eSport talents and laying the foundation for our youth to become engaged and recognized in the global eSport community.

The Code of Conduct (“Code of Conduct”) applies to each participating school and community-based organization and organizations with JEI member status (“ORG”).

The Code of Conduct applies to:

- Each player, entity, member, student, individual or community-based organisation who joins or participates in JEI activities for the purpose of education, recreation, skill development, competition or any combination of these elements (identified individually as “ORG Participant”)
- Each JEI Esports Ambassador and other associated leaders (collectively “JEI Representative”)
- Employees of JEI (“JEI Official”). From hereon, ORG Participants, JEI Representatives and JEI Officials are collectively identified as “JEI Community.” The Code of Conduct is designed to maintain JEI’s Mission, Vision and Values. These rules apply to official JEI ORG programs and participation. For questions, comments and concerns, you may contact a JEI Official at [info@jamaicaesports.org](mailto:info@jamaicaesports.org).

## **1. Expectations for Upholding Code of Conduct**

### **1.1. Safe Spaces.**

Work proactively to create a welcoming environment where everyone feels safe, regardless of sex, race, ethnicity, disability, physical appearance, body size, age, or religion.

### **1.2. ORG participation dynamic.**

Always support the ORG and JEI Community, communicating positively and with respect. In that JEI operates transparently, fairly and dispassionately with regard to ORG functions, if ORG Members have any concern, disagreement or suggestion with, for or about JEI, its leadership or its policies and procedures, then ORG Members are asked to make earnest attempts to contact JEI to resolve those matters before posting to internal or external websites, social media, etc.

### **1.3. Moderating.**

Moderate public channels, such as social media or forums, in conjunction with your programs and events. Do not tolerate all provisions of the Code of Conduct, including offensive expression and language, harassment, discrimination, violence and competitive dishonesty.

### **1.4. Reporting.**

Encourage bystanders and spectators to immediately report any abuse they witness.

### **1.5. Conflict resolution and consequences.**

#### **1.5.1. Internal ORG conflicts.**

All ORGs should have a plan of action to deal with situations that arise when someone breaches the contents of the Code of Conduct, as outlined by their ORG Charter and their sites' Acceptable Use Policy or site equivalent.

#### **1.5.2. Federation conflicts.**

Upon discovery of any ORG Participant committing a violation of the Code of Conduct, JEI may, without limitation of its authority, review all data and evidence and issue consequences.

##### **1.5.2.1. Investigation.**

If JEI Officials determine that an ORG Participant has violated the Code of Conduct, a JEI Official may assign penalties at their sole discretion. If a JEI Official contacts a member, the ORG Participant is obligated to tell the truth.

### **1.5.2.2. Cooperation with Investigation.**

If a JEI official contacts a Team Member to discuss an investigation, the Team Member is obligated to tell the truth. If a Team Member lies to a JEI official, creating obstruction of the investigation then the Team is subject to punishment.

### **1.6. Confidentiality.**

An ORG Participant may not disclose any confidential information provided by JEI Officials or any affiliate, by any method of communication, including all social media channels.

### **1.7. Non-Compliance.**

No ORG Participant may refuse or fail to apply the instructions or decisions of JEI Officials.

## **2. Code of Conduct**

### **2.1. Offensive expression.**

Do not express oneself in an offensive manner toward other people or their actions. Offensive expression includes, but is not limited to, actions which are insulting, mocking, disruptive or antagonistic.

### **2.2. Offensive language.**

Do not use language, nicknames or other expressions that insult another player's sex, race, ethnicity, disability, physical appearance, body size, age, or religion.

### **2.3. Offensive in-game names or handles.**

Do not use nicknames, team names, skins, or anything else that may be offensive, as describe in "offensive language", above.

### **2.4. Harassment.**

Harassment is forbidden. Harassment is defined as systematic, hostile, and 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.

#### **2.4.1. Verbal harassment.**

Do not use words or actions that make another person uncomfortable, including, but not limited to: name calling, spreading rumours, telling unsolicited jokes, or spamming messages.

#### **2.4.2. Physical harassment.**

Unwelcome or hostile touching of a person or clothing is not allowed.

#### **2.4.3. Sexual Harassment.**

Do not sexually harass other players, team members or other associated parties. Sexual harassment is defined as unwelcome sexual advances. The assessment is based on whether a reasonable person would regard the conduct as undesirable or offensive. There is zero tolerance for any sexual threats or coercion or the promise of advantages in exchange for sexual favors.

#### **2.5. Discrimination and Denigration.**

Do not offend the dignity or integrity of a country, private person, or group of people through contemptuous, discriminatory, or denigratory words or actions on account of race, ethnicity, socioeconomic status, ability status, language, religion, political opinion or any other opinion, or any other reason.

#### **2.6. Violent language.**

Do not use language or actions that refer to sexual violence or other violence.

#### **2.7. Violent actions.**

Do not act in a threatening or violent manner.

#### **2.8. Private information.**

Do not share account information or any other private information that could put ourselves or our peers at risk.

#### **2.9. Competition Code of Conduct.**

##### **2.9.1. Unfair play.**

The following actions will be considered unfair play and will be subject to penalties at the discretion of JEI Officials.

##### **2.9.2. Collusion.**

Collusion is defined as any agreement among two or more ORG Participants or confederates to disadvantage opposing ORG Participants. Collusion includes, but is not limited to, acts such as:

**2.9.2.1. 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.

**2.9.2.2. Pre-arranging** to split any form of prizing.

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

**2.9.2.4. Deliberately losing a game for compensation**, or any other reason, or attempting to induce another ORG Participant to do so.

**2.9.3. Cheating and Hacking.** Do not cheat or hack.

**2.9.3.1. Cheating.**

Cheating is defined as acting dishonestly or unfairly in order to gain an advantage.

**2.9.3.1.1. Ringing.**

Playing under another Player's account or soliciting, inducing, encouraging or directing someone else to play under another Player's account

**2.9.3.1.2. Cheating Device.**

The use of any kind of cheating device and/or technology.

**2.9.3.2. Hacking.**

Hacking is defined as any modification of the game client by any person, specifically in relation to a JEI or ORG-sponsored activity.

**2.9.4. Exploiting.**

Exploiting is defined as intentionally using any in-game bug or any feature not working as intended, at the sole discretion of JEI officials, to seek an advantage.

**2.10. 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.

**2.10.1. Gambling.**

Do not take part, either directly or indirectly, in betting or gambling on any results of any JEI tournament, match or event.

### **2.10.2. Bribery.**

No ORG Participant may offer any gift or reward to the ORG Participant, JEI Representative, JEI official or employee, or any other person connected with or employed by another JEI team for services promised, rendered, or to be rendered in defeating or attempting to defeat a competing team.

### **2.11. Profanity and Hate Speech.**

A Team Member may not 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.

### **2.12. Abusive Behavior.**

Abuse of officials, opposing Team Members, or audience members will not be tolerated. Repeated etiquette violations, including but not limited to touching another player's computer, console, body or property will result in penalties. Team Members and their guests (if any) must treat all individuals attending a match with respect.

### **2.13. 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.

### **2.14. Official Discretion.**

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