



The Icelandic Game Industry Charter of Conduct

Statement

The Icelandic Game Industry (IGI), The Icelandic esports Association (RÍSí) and Game Makers Iceland believe that physical, mental, and sexual safety are fundamental rights for all parties working within the Icelandic gaming industry, in formal e-sports and related social activities.

The organizations do not tolerate harassment, sexual or gender-based harassment or violence of any kind and will work systematically to prevent such undesirable behavior, take action to stop it and prevent its recurrence as well as support victims.

The organizations believe that managers and leaders within its ranks are in a key position to shape a constructive culture and a good image of the gaming industry in Iceland. A secure working environment can only be created by working in the spirit of this Charter and by showing a professional attitude that is characterized by consideration, courtesy, respect, and tolerance.

Policy

The goal of the parties to this agreement is to create a working environment for the video game industry in Iceland, where staff, participants and players feel respected and secure regardless of race, gender, sexual orientation, gender identity, disability, religion, skin color, nationality, age or residence or other status.

It is the organizations' policy that companies within their ranks:

- Develop their own policy against bullying, violence, or sexual harassment in the workplace
- Establish an action plan to prevent such behavior
- Develop fair rules of procedure to follow if such cases arise
- Support victims

Definitions

When talking about undesirable behavior, it refers to:

- Sexual harassment and violence
- Gender-based harassment and violence

- Threats and bullying
- Menacing behavior, silencing and humiliation
- Degrading and / or ironic rhetoric

Manifestations of inappropriate behavior can include:

- Physical - e.g., unwelcome contact
- Verbatim - e.g., speaking down to a certain gender
- Behavioral - e.g., staring, blinking, and gesturing
- Electronic - e.g., offensive, and hurtful comments or images posted on social media or in electronic form

Commitment

Video game companies under the auspices of IGI, RÍSí, GMI and its affiliates and other stakeholders in the video game industry in Iceland undertake, by signing the agreement, to combat harassment and violence in the workplace and not tolerate harassment or discrimination of any kind.

It will be done by:

1. Ensuring a healthy and safe working environment for employees.
2. Maintaining human rights, respect, and prudence in all communication in the workplace.
3. Creating and enforcing a policy that unwanted behavior will not be tolerated in the workplace by anyone involved, managers or employees.
4. Training managers in taking the right course of action.
5. Never discriminating against or inciting prejudice based on race, sex, sexual orientation, gender identity, disability, nationality, religion, skin color, age or place of residence or any other factors.
6. Treating everyone with respect and correcting the actions or behaviors of employees and managers that undermine safety, respect, and a positive culture in the workplace.
7. Providing employees who are victims of violence, inequality, unwarranted or abusive behavior of any kind with a way of reporting the matter to a manager, human resources manager, confidant or trade union representative.
8. Responding quickly to reports of unwanted behavior and addressing issues that arise.
9. Supporting and listening to victims and working on their cases thoughtfully and swiftly in close cooperation with the affected parties.
10. Giving the perpetrator the opportunity to critically evaluate his or her behavior and provide an opportunity to present his or her experience.
11. Making it clear to witnesses of wrongdoing that inaction will establish unwanted behavior.
12. Showing perpetrators that such behavior can have serious consequences for them.

Procedure

In the event of a complaint of violence, bullying or harassment or discrimination of any kind, the employer shall:

1. Collect information as soon as possible.
2. Talk privately with the victim, the perpetrator, and the witness, where the parties should have the opportunity to express their opinion and experience.
3. Take appropriate measures and, if necessary, request external assistance

Events

Various events are held annually within the gaming industry in Iceland; conferences, seminars, competitions and more. Everyone who organizes events related to the parties to this agreement should familiarize themselves with this charter and honor it. In the case of an incident at an event, the parties concerned can notify the organizer of the event, who must respond quickly and safely.

This charter is intended to cover communication in the workplace, at events related to the gaming industry as well as any kind of courses and conferences or other events related to the gaming industry in Iceland.

By signing this agreement, IGI and all its member companies, RÍSÍ, GMI and other stakeholders in the video game industry, undertake to work in accordance with this agreement against violence, sexual or gender-based harassment and harassment in their workplaces, and to never tolerate unwanted behavior or discrimination of any kind.

Reykjavík, 16th of September 2021