

Zexie

CODE OF CONDUCT

Loyalty

Integrity

Necessity

Knowledge

Message's from the Founders

Zexie Welcomes You,

Mission:

Our Mission with Zexie is to provide a safe and constructive place for gamers of all backgrounds. We strive to raise the bar within the gaming genre. Whether you create content or just love gaming, Zexie has something for you. Makes us proud at Zexie to see people working together as one. A dying trait that is being lost not only within the gaming genre but in society as a whole.

The members of Zexie have changed our lives and will continue on doing so. This is what we are about, making connections broader than ever before and bringing people together under one house to let them flourish as their own with the tools given. We started as nothing more than a seedling and have grown together beyond belief.

We, the Founders, would like to thank each and every one of you for being the person you are. Much like a Zebra and its zeal we are all unique. Not one of us has the same stripes as the next person. In order to grow and flourish we need each other no matter how different we are.

Sincerely,

Gamer/Member/Web Designer/Content Creator/Founder Borucki, Ryan –

Texicanolive

Message:

Everyone, no matter what gender, sexual orientation, ethnicity, religion or disability has the right to play games, criticize games and produce content without getting harassed or threatened this includes players, streamers and each proud member of the Zexie community. We don't see you as merely eyeballs behind a screen — we see you as a part of who we are because let's face it, your passion is what inspired us to bring Zexie Gaming to life.

We celebrate the unique passions of the Zexie Gaming Community everyday and we want you to help shape the identity of the community with you're new ideas and willingness to show support for other members of Zexie. So If you are willing to take a trip through the gaming scene with us, you will be rewarded with some of the greatest memories of your life and take part in the future of what it means to be Zexie Gaming.

Stay Zexie my friends & Get Sum!!

Gamer/Member/Web Designer/Community Director/Founder Howell, Justin- DixieMan

Statement:

As we see it; every gaming team is a family; every gaming community is a home; and as it is; it takes many families and many homes to build a neighborhood. Our ambitions as fellow gamers are to level up; to "embrace the grind" and in consequence master the game, this is why many others and myself have aimed to bring some order to this chaos by laying out a road map for others to follow. This will help maintain the foundation of our homes and strengthen the bonds within our family's.

The rules and very settings of the games we all enjoy are in sense the very same reason we aim to bring structure, agreements, alliances, and everlasting standards in the relationships to one another. The Gamers Oath and Creed are one step of this process, where the Zexie Code of Conduct is how we wish to maintain this community. Like you're in game settings every user has different sensitivity settings, varying macros, and personal hot keys, this is why we aim to connect gaming community's together to help find everyone a comfortable home. Zexie is one of them homes and is the launching pad to help facilitate a passion and a dream that many of us all have; to gain an access into an Industry in which we all have a passion to help build, maintain, and participate in.

All games have rule sets, even sandbox's have boundaries. Although some may find this constricting, understand that even Tic Tac Toe needs a board to be made, players to play, and peaces to move. So, the outline we aim to build; although is our own; is meant to maintain a circumstance of perceived professionalism. The Technical Industry, The Gaming world, and even the financial industry will find it very impractical to ignore the gamers if we unite under an agreement, a pact, or have similar ambitions.

This Ambition, This Vision, this aim is and will only be possible with yourself, your fellow gamers, and my willing participation in adopting the oath and creed created by gamers for gamers. It will take time, dedication, honorable competition, creative thinking, and steadfastness to succeed and overcome the disputes and disagreements that bind and separate us.

Through Content Creation, community relationships; and dare I say a gamers constitution; we can; together steer the industry in the correct direction and keep the industry alive for ourselves and our children. Linked together by passion, undividable by nature. This; All for the gamer; and the for love of the



game. **L.I.N.K.** **Loyalty, Integrity, Necessity, and Knowledge**

I hope That You accept our challenge...Unite...Take the oath... and remember...Without Questions, There Can Be No Answers!

Gamer/Member/Content Creator/Founder Freeman, Corey J - Cfreeman21_



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Introduction...

Why Have a Code of Conduct? “It’s Just a game...”

Why does Zexie have a Code of Conduct? Because we wish to become one of the most respected gaming community's in the world? It is not just a rule book, or a policy guide, it is also how we present ourselves and the integrity of our actions. Ingrained in our culture; **L.I.N.K.**; inspires our work and strengthens our reputation as an Organization. Sometime, you might face a situation where the right thing to do is not obvious. That is where our Code of Conduct can help. It is always here as your guide to preserving our reputation and living our values. While the Code cannot answer every question, it can show you where to go for guidance when the answer is not clear.

The Zexie code of conduct (**C.O.C.**) is more than just a rule book and we wish that you would not considerate as such. As many in the industry know, the gaming world; casual or competitive; can be very toxic at times; for content creators or even a recreational gamer. This is why we aim to raise the standards; not by enforcement; but by becoming a leading example to communities throughout the globe. Whether it is just a common communication between friends or networking with a potential prospect; we wish to help our staff, administrators, and members improve their interpersonal skills by laying a road map for all to follow.

Whom does the Zexie C.O.C. apply to:

- The C.O.C. applies to all Executives, all Staff, Administrators, Esports team leads, and members.
- We expect our Executives, Staff, Administrators, and Esports team leads to have and understanding of Zexie Organizations Core values and present themselves in an ethical and professional manner when communicating; within and externally; with individuals, business's, prospects, teams, etc.
- Esports Teams and team members that are playing under the Zexie logo and/or sponsored by Zexie Organization are expected to read and understand the C.O.C.
- Members and/or Prospects will be expected to learn about the Gamer’s Oath and at a minimum know the creed; **L.I.N.K.**; If they wish to pursue a position higher then Member or Prospect.
- We will only partner with Community's that hold similar standards as our own and learn from those whom may have higher standards then our own to always leave room for improvement.
- We will only partner with sponsors whom aim to serve the community in a fashion that is in line with our core values and ethical principles
- We will only use product suppliers that hold similar appreciation for human rights, environment safety, and values.

How Can the Code Help You? The Code enables you to...

- Conduct yourself honestly and ethically.
- Uphold our values and protect our reputation.
- Understand what Zexie expects from you as an individual.
- Make good decisions every day.
- Comply with the laws, regulations and standards that apply to our Organizations.
- Understand where to go for assistance or guidance if you have questions.



Ethical Principles and Core Values...

Zexie Core Values:

- Loyalty
- Integrity
- Necessity
- Knowledge

The Gamer's Oath:

The **loyalty** of players to the game of their choice is inherently linked to the **integrity** of the developers, community leaders, professional players, and fellow gamer's alike. There would be no game without the gamer, the players are undeniably the purest form of **necessity** in this industry. With this **Knowledge** we do solemnly swear; to help **L.I.N.K.** our; and other; community's together for the interest; and never wavering; loyalty to the gamer. Our **Loyalty** and **integrity** shall never be in question because of influences from industry, individual ambitions; or internal conflicts as it is a **necessity** to have the **knowledge** of the difference in-between right and wrong.

The Gamer's Creed:

Linked together by passion, undividable by nature. This; All for the gamer; and the for love of the game. **L.I.N.K. Loyalty, Integrity, Necessity, and Knowledge**

(Gamer's Oath and Gamer's Creed written by: Freeman, Corey J A on 07/21/2017)

Decision Making and the Code of Conduct...

How Zexie handles the Decision-Making Process...

When it comes to Zexie, the C.O.C., and decision making, we like to use the buddy system to help facilitate individual skill sets in interpersonal skills the opportunity to grow. The buddy system helps prevent many miscommunications and gives potential prospects, clients, sponsors, and members the confidence in our decision-making process.

When a Code Violation Occurs...

We take all potential Code violations seriously. Code violations may lead to disciplinary action that matches the nature and circumstances of the violation, up to and including bans without warnings, loss of prospect opportunity's, incentives, and community blacklist sharing. If an act violates the law, it could result in fines or criminal prosecution. Code violations are also documented in your gaming record. The Organizations has other policies and processes governing performance, conduct and behavior.

When making a decision, we members you to run through a set of questions...

- Is it legal?
- Am I able to make this decision alone?
- Does it comply with the Zexie's C.O.C.?
- Does it reflect our organizations values and ethics?
 - Does it respect the rights of others?



- If you are unsure about any of the answers, ask

The Buddy System:

The buddy system is a procedure in which two people, the "**buddies**", operate together as a single unit so that they are able to monitor and help each other. As per Merriam-Webster, the first known use of the phrase "**buddy system**" goes as far back as 1942. Webster goes on to define the buddy system as "an arrangement in which two individuals are paired (as for mutual safety in a hazardous situation). The buddy system is basically working together in pairs in a large group or alone. Both the individuals have to do the job. The job could be to ensure that the work is finished safely or the skill/learning is transferred effectively from one individual to the other.

- Sources: <https://www.merriam-webster.com/dictionary/thebuddysystem>;
https://en.wikipedia.org/wiki/Buddy_system

Reporting/Speaking Up...

There may be situations in which you sense that something is not right. Maybe you saw something or heard about an act that may violate our Code, our policies or the law. If so, you have a responsibility to share your concerns by reporting as soon as possible – even if you are not sure that a Code violation has occurred. All of these methods will remain anonymous and available at a moment's notice when possible and required by law and our policies.

All executives, staff, administration, Esports Team Leads, and members must report suspected unethical, illegal or suspicious behavior immediately.

To report a concern...

- Contact Founders, Administrators, and/or moderators on the Zexie's Official Discord.
<https://discord.io/zexie>
- Make a confidential and/or anonymous report online at [Zexiegaming.org](http://zexiegaming.org) via
<http://zexiegaming.org/contact>

What Happens When You Report a Code Concern....

- You may choose to remain anonymous, where permitted by law.
- If you do give your name, we will do all we can to protect your identity consistent with conducting a thorough investigation.
- We take every report seriously

No Retaliation...

The Zexie's Organization does not tolerate retaliation against anyone who makes a good faith report of suspected misconduct or otherwise assists with an investigation or audit.

False Accusations...

As much as we encourage honest reporting, we do not tolerate knowingly false reports. Making a false accusation can waste time, damage morale, and may also violate our Code. Report when you feel that a C.O.C. violation has occurred and you have a reasonable; good-faith belief; that a violation has occurred, but never knowingly make a false accusation, lie to investigators or refuse to cooperate in an investigation, as this may be unlawful and/or violate our organizations policy's.



Live Streaming & Content Creation Policy's...

The Zexie Organization aims to help content creators of all types. The organization's policy's will be well in line with that of the respective platforms that the member chooses to utilize. The Zexie sponsored content creators will be expected to adhere to the Zexie code of conduct while producing content as well as the respective media platform. Members whom wish to become sponsored Zexie content creators must go through training and coaching to provide a path to success and to verify the member has a firm grasp and understanding of the Zexie C.O.C, media policy's, and company Terms of Service.

Some Examples of Zexie Sponsored Content Creators Policy's...

- Members will not play music with excessive foul language, racial slurs, and/or profanity
- Members will not utilize malicious software to boost stats such as; but not limited to; view bots and follow bots
- Members will follow and obey copyright laws
- Members will not break terms and service (T.O.S) agreements on respective media platforms

Esports Team Policy...

The Zexie Organization's Esports team policy's will be in line with the Zexie C.O.C. Every member on the roster will be expected to adhere to the C.O.C. and Zexie policies.

The organization expressly promotes high principles, etiquette, and professionalism at all times while in uniform, public events, online tournaments, and community events.

With that last statement Members apart of the team will be expected to know the "**Gamer's Oath**", the "**Gamer's Creed**", and adhere to the Zexie C.O.C. Unsportsmanlike conduct is not tolerated and may be a violation of Zexie C.O.C.

E-Sports Team Leads will not aim to gain sponsorships for the organization and are to consult with Executives, Administrators, and members utilizing the "**Buddy System**" to help prevent sponsor conflict of interest. Individual sponsorships are not only acceptable but are encouraged. We ask that member whom consider individual sponsorship to review the C.O.C. and make sure said potential sponsor is in line with C.O.C. and Zexie policies.

E-Sports Team Members whom violate Zexie C.O.C. will be reprimanded according to the level of the offense.

Examples of Zexie Esports Team Policies are; but not limited to...

- Members are required to obey the laws of respective Regions Country's, State, City, and local while traveling.
- Members whom obtain individual sponsorship's without consulting other members will void their contract, and be considered removal if a conflict of interest arises.
- *Members are to communicate in a professional manor; written, verbal, and visual*; while traveling or corresponding outside of the team. *Visual: Present Themselves in semi-formal attire at events, etc.*



Discrimination...

ZERO TOLERANCE

The Zexie origination strives to create and maintain a community in which people are treated with dignity, decency and respect. The environment of the community should be characterized by mutual trust and the absence of intimidation, oppression and exploitation. Zexie will not tolerate unlawful discrimination or harassment of any kind. Through enforcement of this policy and by education of members, Zexie will seek to prevent, correct and discipline behavior that violates this policy.

Discrimination of this kind may also be strictly prohibited by a variety of federal, state and local laws, including Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1967 and the Americans with Disabilities Act of 1990. This policy is intended to comply with the prohibitions stated in these anti-discrimination laws.

Executives, Staff, Administrators, moderators, Esports Team, and members who knowingly allow or tolerate discrimination, harassment or retaliation, including the failure to immediately report such misconduct to are in violation of this policy and subject to discipline.

Treat all fellow members, fans, business partners and visitors with dignity and respect at all times.

Discrimination in violation of this and other policy will be subject to disciplinary measures up to and including membership termination.

Harassment, Sexual Harassment, Bullying, and Fraternization/Dating...

ZERO TOLERANCE

Any type of harassment, including physical, sexual, verbal or other, is prohibited and can result in disciplinary action up to, and including, removal from the community and punishment under the law when required.

The Zexie organization Has a strong stance against all forms of fraternization within the community's, teams and staff. Although we aim to respect all members privacy, we will outline why this policy is in place in the policy's

Harassment can include actions, language, written words or objects that create an intimidating or hostile work environment, such as, but not limit to:

- Yelling at or humiliating someone
- Physical violence or intimidation
- Unwanted sexual advances, invitations or comments
- Visual displays such as derogatory or sexually-oriented pictures or gestures
- Physical conduct including assault or unwanted touching

Disclaimer: Any and all Executive, Staff, Administrators, Moderators, E-sport Team Lead's or members found to be communicating with minor's in an inappropriate manor will be immediately reported to Federal, State, and Local Authority's. They will be blacklisted from all forms of activity within the Zexie Organization.



Conflicts of Interest...

ZERO TOLERANCE

Our Organizations Conflict of Interest Policy refers to any case where a member's personal interest might contradict the interest of the organization they work for. This is an unwanted circumstance as it may have heavy implications on the members judgment and commitment to the organization, and by extension to the realization of its goals.

Conflict of interest may occur whenever a member's interest in a particular subject may lead them to actions, activities or relationships that undermine the organization and may place it to disadvantage. In general, members are advised to refrain from letting personal and/or financial interests and external activities come into opposition with the organization fundamental interests.

It's important for members to disclose any relationships, associations or activities that could create actual, potential, or even perceived, conflict of interest to their manager.

External Communication on Behalf of the Organization...

Only Founders, Executives, Administrators, and Sales and Marketing managers are authorized to represent the organization to media and/or legal authorities. Members should refer all requests for information or interviews to the Founders, Executives, Administrators, and/or Sales and Marketing managers.

The "**Buddy System**" is to be used when communicating on behalf of the organization in all situations when pertaining to business and/or media. Decisions will never be unilateral unless board votes and decides on a member to elect as an ambassador.

Privacy...

NO Personal information should ever be shared

The Zexie Organization is strict when it comes to maintaining privacy whenever requested or required by law. The Organization complies with the requirements of the country's and international privacy laws.

Members are required to report any breaches of privacy, including the loss, theft of or unauthorized access to personal information.

To further understand our policy's regarding privacy please visit:

- **U.S. General Administrations (GSA)** (<https://www.gsa.gov/reference/gsa-privacy-program/privacy-policy-and-procedures-guide>)
- **Privacy Act 1974** (<https://www.justice.gov/opcl/privacy-act-1974>)

Gifts and Entertainment...



While gifts and entertainment among members can be appropriate ways to strengthen ties and build goodwill, they also have the potential to create the perception that decisions are influenced by them. The Zexie Organization is committed to building a reputation only on the merits of its products, services and people and complies with all legal requirements for giving and receiving gifts and entertainment.

Members are to...

- Use sound judgment and comply with the law, regarding gifts and other benefits
- Never allow gifts, entertainment or other personal benefits to influence decisions or undermine the integrity of business relationships
- Never accept gifts or entertainment that are illegal, immoral or would reflect negatively on the organization

Members may accept occasional unsolicited personal gifts of nominal value such as promotional items and may provide the same to customers and business partners.

When in doubt, members should check with the C.O.C. and Deploy the “Buddy System” before giving or receiving anything of value.

Reference on how Zexie policy's will be form the Gifts and Entertainment policy visit:

- DOJ: (<https://www.justice.gov/criminal-fraud/fcpa-guidance>)
- Read Foley GRS doc on FCPA: (https://www.foley.com/files/uploads/GRS/GRS_FCPA_Best_Practices_Gifts_Meals_and_Entertainment.pdf)

Health and Safety...

Hydrate or Die...

The Zexie Organization wishes to help bring awareness of gaming addiction and will; through education and training; help protect our members from the adverse effects of over excursion and dehydration.

Heath related documents and articles for reference:

- **Addiction Article by Tech Addiction:** (<http://www.techaddiction.ca/addiction-to-video-games.html>)
- **Dehydration Article by Mayo Clinic:** (<https://www.mayoclinic.org/diseases-conditions/dehydration/symptoms-causes/syc-20354086>)

Mental Health Resources:

SAMHSA’s National Helpline – 1-800-662-HELP (4357) (<https://www.samhsa.gov/find-help/national-helpline>)

National Suicide Prevention Lifeline 1-800-273-8255: (<https://suicidepreventionlifeline.org/>)

- **Veterans Crisis Line Call 1-800-273-8255 and Press 1:** (<https://www.veteranscrisisline.net/get-help/hotline>)

Environment...

Make a Mess, Clean a mess... The Zexie organization will strive to help improve the environment through education and policy.



Example of Zexie environmental protection policy's and requirements...

- Members whom rent venues will be required to clean up after events leaving no trace of such as; but not limited to; garbage, pamphlets, electronic waist, etc.

Information Technology...

The Organization safeguards against inappropriate access by individuals or groups untrained in correct organization policies or procedures

Use of Social Media...

Social media provides opportunities to network and create exposure for the organization and brand. But there are risks associated when members use it improperly. The Zexie Organization respects the rights of members to use social media for personal and professional purposes.

Members are responsible for complying with the Zexie organization policies and procedures when communicating on social media. Members are accountable for any information they publish online.

Members are required to:

- Reveal their relationship with the organization when commenting online on issues related to the organization
- Respect the privacy of other members and refrain from publishing photos of them without their consent
- Ensure any information they post related to the organization is accurate
- Comply with the rules of the social media sites they use

Members must not:

- “Pretext”, or pretend to be someone they are not online
- Speak on behalf of the organization if they are not expressly authorized to do so
- Share confidential information about the organization, its clients, stakeholders or suppliers
- Post comments or pictures that could harm the organization brand, reputation or commercial interests

Education...

Education is always on our minds as it is the number one key to success in the “game” of life.

Example of education policy...

- Members found to be skipping school or class to play games or stream will be considered for punishments such as; but not limited to; removal from coaching opportunity's, giveaways, temporary and/or permanent removal from the community.

Anti-Cheating Policy...

Zero Tolerance

The Zexie Organization has a strong stance on cheating. Whether it is scamming a giveaway event, cheating in a live Esports event, cheating in tournaments, and or cheating in business these actions damage the reputation of the individual and the brand and this is why Zexie has a zero-tolerance policy when it comes to cheating.



Gambling...

ZERO TOLERANCE

The Zexie Organization Strictly Prohibits Gambling_

Although the laws are changing on the subject on gambling The Zexie Organization will remain impartial to gambling in all forms and stay focused on the game.

Code of Conduct Acknowledgment:

By certifying to the Organizations code of conduct, you acknowledge that:

- You have read the entire code of conduct and understand your responsibilities related to it.
- You have had the opportunity to ask questions to clarify any unclear aspects of the code.
- You agree to abide by its principles.
- You agree to report to the Organizations any violations of the code.
- You agree to cooperate in any investigations of violations of the code.

