

Anti-Discrimination Policy
Tennessee Academic Esports League (TAEL)
Effective Date: 1/1/2024

The Tennessee Academic Esports League ("TAEL," "we," "our," or "us") is committed to fostering an inclusive, diverse, and welcoming environment for all individuals participating in our programs, competitions, and activities. We firmly prohibit discrimination, harassment, or retaliation in any form.

1. Policy Statement

TAEL does not tolerate discrimination or harassment based on race, color, religion, gender, gender identity or expression, sexual orientation, national origin, ancestry, age, disability, marital status, military status, or any other characteristic protected by law. All members, participants, staff, volunteers, and partners must adhere to this policy.

2. Scope of Policy

This policy applies to all TAEL activities, including but not limited to:

- Esports tournaments, leagues, and competitions
 - Online and in-person events
 - Social media and digital communication platforms
 - Interactions among players, coaches, volunteers, staff, and affiliated schools
 - Any programs or initiatives hosted or sponsored by TAEL
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3. Prohibited Conduct

The following behaviors are strictly prohibited within TAEL activities and programs:

- **Discrimination:** Unequal treatment or exclusion based on a protected characteristic.
 - **Harassment:** Unwanted conduct, including verbal, non-verbal, or physical behavior that creates a hostile environment.
 - **Bullying and Hate Speech:** Intimidation, threats, or derogatory remarks aimed at any individual or group.
 - **Retaliation:** Adverse actions taken against anyone who reports discrimination or harassment or participates in an investigation.
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4. Reporting Violations

If you experience or witness any form of discrimination, harassment, or retaliation within TAEEL, we encourage you to report it promptly. You can report violations through the following methods:

- Contacting TAEEL leadership via info@tnacademicsports.com
- Submitting a complaint through our website at www.tnacademicsports.com
- Speaking directly with a designated TAEEL representative at an event

All reports will be taken seriously and handled with confidentiality to the extent possible.

5. Investigation and Consequences

TAEEL will promptly investigate all reports of discrimination, harassment, or retaliation. Based on the findings, appropriate action will be taken, which may include:

- Warnings or mandatory training sessions
 - Temporary or permanent suspension from TAEEL programs
 - Revocation of privileges, titles, or awards
 - Legal or administrative action where necessary
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6. Commitment to Diversity and Inclusion

TAEEL actively promotes a culture of respect, fairness, and inclusion. We strive to:

- Encourage diversity within esports participation
 - Provide training on anti-discrimination policies and cultural awareness
 - Ensure equal access to esports opportunities for all participants
 - Collaborate with organizations that share our commitment to inclusivity
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7. Policy Updates and Compliance

TAEEL reserves the right to amend this policy as needed to reflect best practices and legal standards. Updates will be communicated to all participants and stakeholders. By engaging with TAEEL, you agree to comply with this policy and uphold its principles.

8. Contact Information

If you have any questions about this policy or need further assistance, please contact:

Tennessee Academic Esports League (TAEL)

www.tnacademicsports.com

Email: info@tnacademicsports.com