

Menhirs Fate: Crew Sobriety & Safety Policy

Menhirs Fate is dedicated to providing an immersive, thrilling, and above all, safe environment for our players and volunteers. Because the safety of our community relies heavily on our crew, we maintain a strict policy regarding alcohol and impairment during active duties.

This policy ensures we meet our safety, ethical, and insurance obligations while protecting everyone on site.

1. The Standard: "Visibly Inebriated"

We do not run random breathalyzers, but we do operate a strict visual and behavioral standard. Crew members must not be **visibly inebriated** while on duty.

Event Directors and Team Leads will actively monitor for signs of impairment. If you are suspected of being inebriated and exhibit any of the following indicators, a Director or Lead will intervene:

- Slurred or altered speech
- A distinct smell of alcohol
- Loss of coordination, unsteadiness, or fumbling
- Impaired judgment or uncharacteristic aggression

What to expect: If a Director or Team Lead notices these signs, they will directly ask you if you have been drinking. This is not an interrogation; it is a vital safety check.

The Lead will check in with Director Johnny if they feel there is reason to have the volunteer cease duties, where Johnny will then make a decision. **Director Johnny Fisher will have the final say** on whether a crew member should stop duties due to suspected inebriation.

2. Zero-Tolerance During Combat Duties and Excursions

For the safety of our players and your fellow crew, there is a hard, zero-tolerance boundary regarding inebriation during the following tasks for both crew and players:

- **Active Gameplay & Combat:** Anyone participating in combat encounters, playing monster roles, or performing safety marshalling and reffing must be completely unimpaired. If an intoxicated crew member causes an injury or fails to manage a safety incident, our event insurance coverage is completely compromised. Players should also be sober when on these encounters.
- **Operating Equipment:** Operating heavy site gear, generators, or driving event vehicles (such as Gators, quads, or vans) requires absolute sobriety. Any alcohol consumption prior to or during these tasks violates basic Health and Safety Executive (HSE) standards and invalidates our negligence protections.

3. Enforcement & Consequences

In alignment with our LARP Alliance Public Liability Insurance (PLI) requirements, enforcement of this policy is immediate and non-negotiable:

- **Immediate Relief:** Any crew member that is found to be inebriated while on duty will be immediately relieved of their responsibilities and removed from active areas (such as the monster room, IC spaces, or crew operational hubs).
- **Review:** The situation will be formally reviewed by the Event Directors.
- **Action:** Depending on the severity and context, a breach of this policy may result in the immediate revocation of your crew status for the remainder of the event, and potential restrictions on crewing future Menhirs Fate events.

A Note to Our Volunteers

We deeply appreciate the time, sweat, and creativity you pour into making Menhirs Fate amazing. We want you to relax and enjoy your off-duty time, but please remember when you engage in combat or you step into an operational role, safety is our absolute priority. Thank you for helping us keep the game safe for everyone.