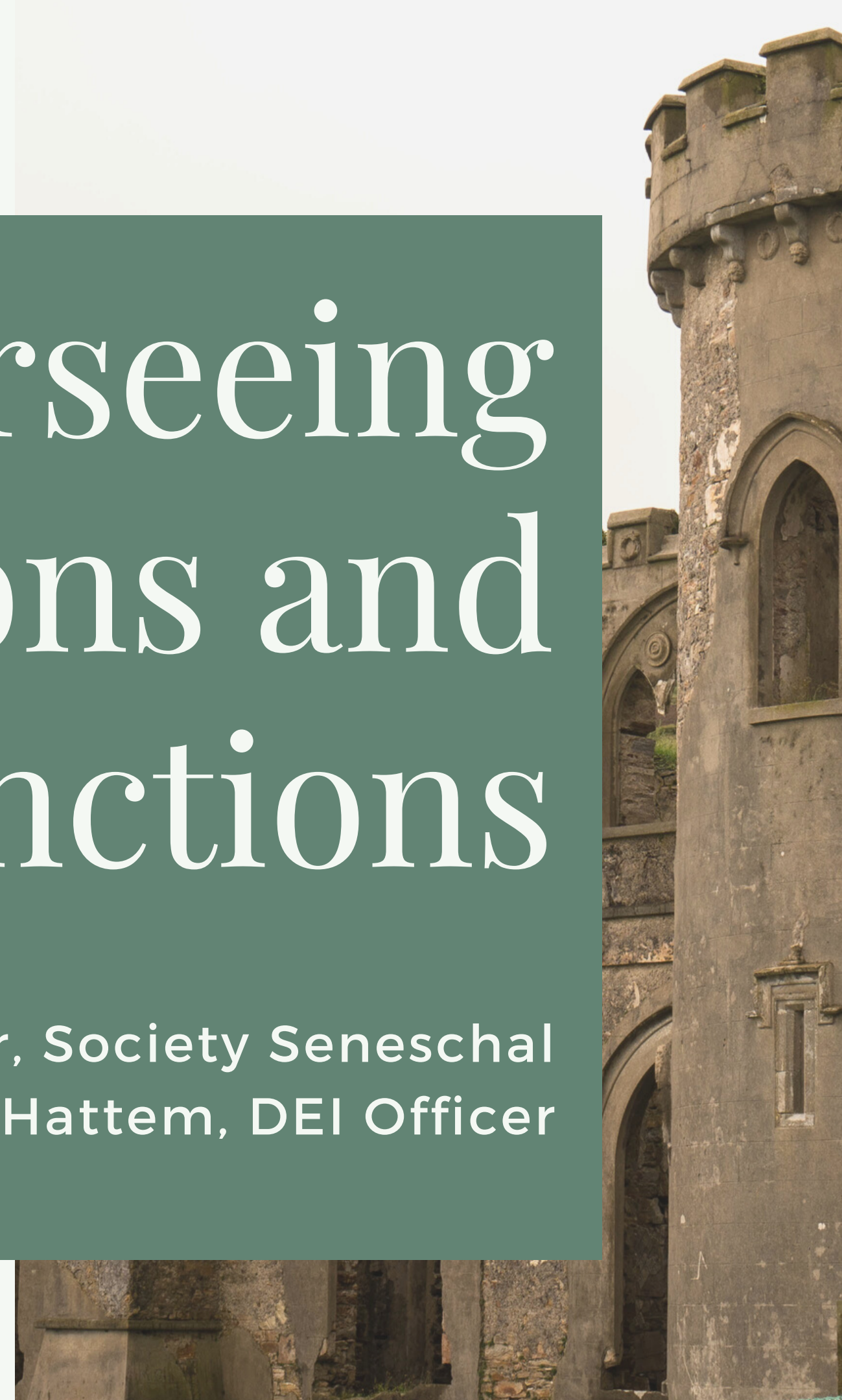


JULY 26TH, 2020

Overseeing Investigations and Sanctions

Presented by Lis Schraer, Society Seneschal
assisted by Jessica Van Hattem, DEI Officer



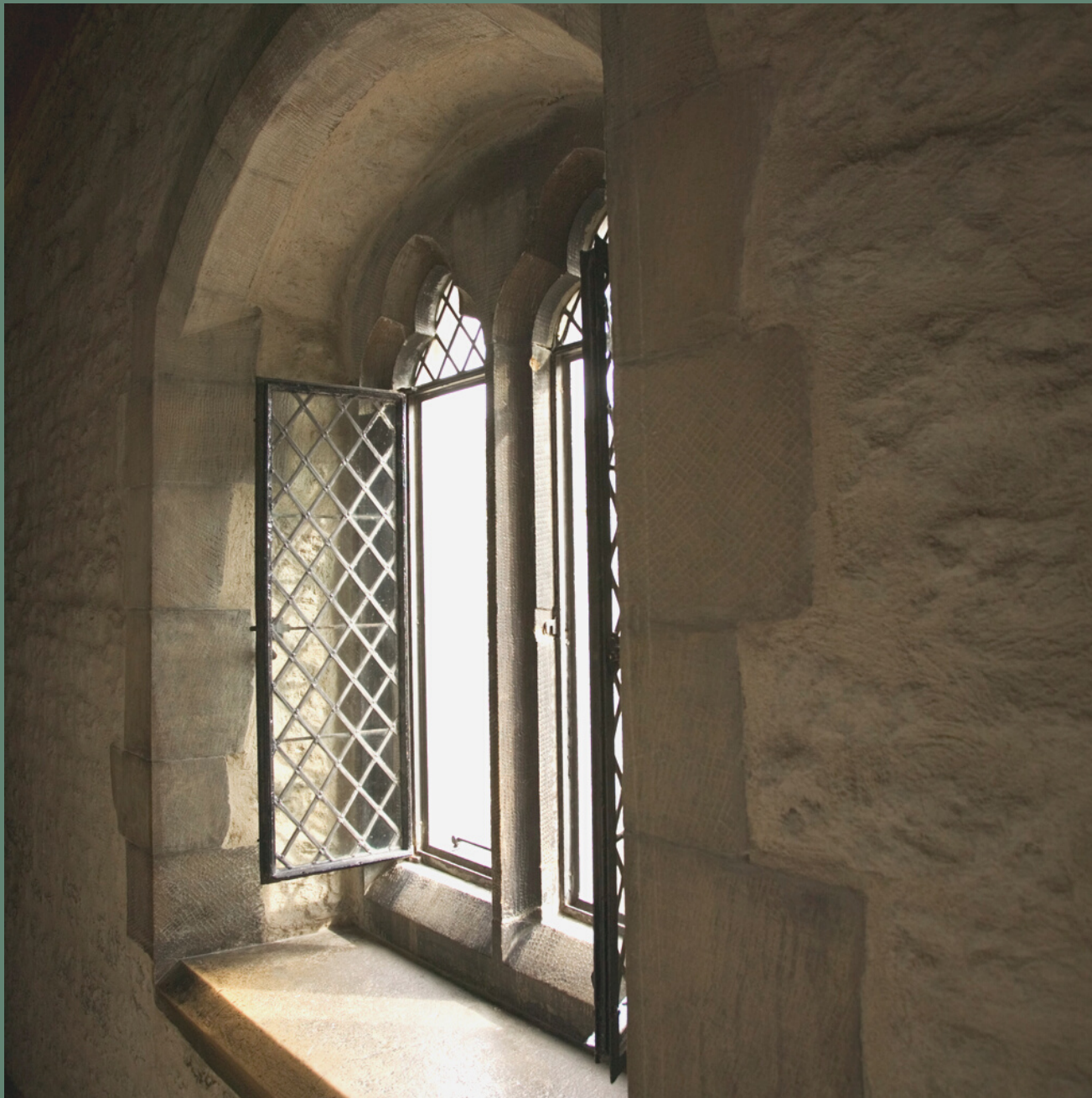
The Work of Kingdom Seneschals

One of your duties as Kingdom Seneschal is to receive complaints of violations of the SCA's rules and policies, to investigate such complaints, and to advise the Crown on appropriate sanctions, if it is determined that sanctions are necessary.

Important: Nothing in
our procedures supersedes the duty of
the kingdom or local seneschal, or event
staff, to contact modern law
enforcement officials if a suspected
criminal act
has occurred at an SCA event!



Major Topics



Outline of Discussion

Kingdom Investigatory Process

Conducting Investigations

Types of Sanctions

Sanction Notifications/Requirements

Sanction Documentation



RECEIVE COMPLAINT(S)

For the purposes of investigation, reports cannot be totally anonymous.

ESTABLISH NEED FOR INVESTIGATION

Is information missing?
Are reports conflicting?
Do facts need to be verified?

ASSIGN INVESTIGATOR, IF NEEDED

Person should be neutral, generally respected, and without explicit connection to involved party.

Kingdom Investigatory Process

CONDUCT INTERVIEWS*

- Should include complainant, subject, witnesses, and any other relevant parties
- Conduct interviews separately
- Take robust notes

ORGANIZE AND REPORT RESULTS OF INVESTIGATION

- Information should be brought to Kingdom Seneschal.
- Complainant and subject should be informed investigation has concluded and results will be pending.

ASSESS FINAL DETERMINATION OF ACTION

Kingdom Seneschal and Crown will determine final actions, if any.

Complainant and subject should be informed of final decision.

*Recordings are only allowed with explicit, advanced written consent from all parties and should be used sparingly

Kingdom Investigatory Process

CONDUCTING INVESTIGATIONS

WHO

- who was involved?
- who witnessed the situation?
- who has this been reported to?

WHAT

- what happened?

WHERE

- where did the situation occur?
- did it happen online? in person? both?

HOW

- how did the situation occur/resolve?
- how was it handled in the short term?

WHEN

- when did the situation occur?
- were there multiple instances? single occurrence?

WHY

- were there motivating factors?
- is there possible bias involved?



People interviewed are entitled to...

- have enough information to understand the nature of their role in the complaint
- review their own statement for accuracy

People interviewed are not entitled to...

- view other parties' statements

No person interviewed is entitled to receive a copy of the end report.

If a kingdom decides that a complaint is not actionable, the complainant does have the right to appeal this decision to the Society Seneschal.



Royal and Administrative Sanctions

Banishment from the Royal Presence

- MEANS THE PERSON CAN GO TO EVENTS, BUT MUST NOT BE IN THE VICINITY OF THE ROYALTY.
- MAY NOT ATTEND ORDER MEETINGS WHERE THE ROYALS WILL BE PRESENT, OR COURTS. BEING IN THE VICINITY IS FURTHER DEFINED IN THE SANCTIONS GUIDE AS WITHIN 50 FEET.
- ALSO MAY NOT CONTACT THE CROWN IN ANY MANNER.
- LASTS FOR THE DURATION OF A SINGLE REIGN.
- CAN BE FOR ANY REASON THE CROWN DEEMS FIT. ANNOUNCEMENT, NOTIFICATION, AND PUBLICATION REQUIREMENTS APPLY.
- IS UNLIKELY TO BE SUCCESSFULLY APPEALED.

Exile from the Kingdom

- MEANS THE PERSON MAY NOT PARTICIPATE IN ANY SCA-SPONSORED ACTIVITY, INCLUDING SCA-SPONSORED SOCIAL MEDIA, IN THE ISSUING KINGDOM FOR THE DURATION OF THE REIGN.
- THEY CAN PARTICIPATE IN SCA IN OTHER KINGDOMS.
- MUST BE REPORTED TO THE SOCIETY SENESCHAL, WHO THEN REPORTS TO THE BOARD.
- THE BOARD MUST UPHOLD AN EXILE, BUT NO INVESTIGATION WILL NORMALLY BE DONE AT THE SOCIETY LEVEL.
- THIS SANCTION MAY ONLY BE USED TWICE IN A ROW FOR THE SAME CIRCUMSTANCES.

Temporary Removal from Participation (TRP)

- USED TO BE CALLED EXPULSION.
- THIS SANCTION REMOVES A PERSON FROM ANY SCA PARTICIPATION, AND LASTS UNTIL THE BOARD HAS DEALT WITH THE MATTER.
- AUTOMATICALLY GOES TO THE BOARD. IF THE BOARD UPHOLDS IT (THEY ALMOST ALWAYS DO), THEY WILL ALSO ORDER THE SOCIETY SENESCHAL'S OFFICE TO DO AN INVESTIGATION.
- ONCE THE CROWN HAS DONE A TRP, IT NEED NOT BE REPEATED, EVEN IF THE CROWN CHANGES BEFORE THE BOARD UPHOLDS IT.
- ONCE THE INVESTIGATION IS COMPLETED AT THE SOCIETY LEVEL, THE REPORT IS PRESENTED TO THE BOARD AND THE BOARD DECIDES WHAT TO DO.
- A TRP CAN ULTIMATELY RESULT IN THE BOARD DOING A REVOCATION AND DENIAL OF MEMBERSHIP.

Royal and Administrative Sanction

- IN RARE CIRCUMSTANCES, THE SOCIETY SENESCHAL MAY ISSUE AN “EMERGENCY TRP”. THIS IS ALMOST ALWAYS RESERVED FOR WHEN RAPID ACTION IS NEEDED BEFORE A CROWN COULD ACT ON SOMETHING THAT MAY ENDANGER THE SAFETY OF SCA PARTICIPANTS.
- THE BOARD HAS ULTIMATE AUTHORITY OVER SANCTIONS, SO THE BOARD CAN AND HAS DIRECTED THE SOCIETY SENESCHAL TO ISSUE A SANCTION OVER AND ABOVE A KINGDOM'S ACTIONS.



Administrative Sanctions

- IMPOSED BY AN OFFICER IN CONJUNCTION WITH THE CROWN
- DO NOT HAVE THE SAME NOTIFICATION REQUIREMENTS
- LIMITED OPTIONS TO APPEAL

Sanctions Guide

- WILL WALK YOU THROUGH STEPS ONCE YOU HAVE DECIDED TO ISSUE A SANCTION
- LOCATION OF SANCTION GUIDE

NEWSLETTER
ANNOUNCEMENT

COURT
ANNOUNCEMENT

PROOF OF
DELIVERY/MAILING
(may be sent later)

LETTER TO
SANCTIONED
INDIVIDUAL

**ITEMS FOR
VALID
SANCTION**

Sanctions Casefile

- SHOULD FILL OUT AS MUCH AS POSSIBLE
- SEND IT UP TO THE SOCIETY SENESCHAL ASAP

NOTE: CURRENTLY, THERE IS NOT A SPACE FOR THE NEWSLETTER ANNOUNCEMENT, BUT IT IS STILL NECESSARY FOR YOU TO ATTACH THIS.

Contact

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