



Vivid Obsidian is committed to creating an open and welcoming environment, where players and management can feel safe, have fun and the opportunity is created to become a high performing team.

To create such an environment, we need to take individual responsibility for how we behave towards our fellow players, referees and spectators. All players and management are expected to follow the values, behaviours and rules set out below.

Values & Behaviours

Competitive - Disciplined approach to training, a winning approach to competing and professional approach to representing the brand & it's partners

Entertaining - Stylish and fun approach to play that is enjoyable for the players, fans & community

Inclusive - A psychologically safe organisation where everyone has a voice and valuable contribution. Our team is expected to respect diverse perspectives, experiences, cultures and genders

Innovative - Early adopters of new ideas, approaches and technology. We will mix esports specialists with experts and advisors from traditional sport, commercial business and research. What is the 'Moneyball' formula for esports?

Personality - Both in life and competing we celebrate personality. There is no place for toxicity but personal opinion and competitive banter is encouraged

Together - Our people are at the heart of what we do, how we do it and how decisions are made. Talent will be identified, developed and nurtured.

Code of Conduct

- Operate within the values & behaviours of the organisation
- Compete to the best of you ability at all times, and act in accordance with the rules for the game, event or competition
- Commit to a reasonable schedule of training & competition, be punctual and reliable
- Do not cheat - there is a zero tolerance policy
- Be non-toxic. Do not express yourself in an offensive manner about other players or their actions in the game, regardless of whether they are opponents or team-mates.
- Do not use language, nicknames or other expressions that insult another player's gender, gender identity, origin, physical ability, sexual orientation, religion or age
- Do not use language or actions that refer to sexual violence or other violence.
- Do not act in a threatening or violent manner.
- Understand and play within all Game & Tournament rules
- Commit to positive physical & mental health and wellbeing
- Contribute your opinion on the direction of the organisation
- Feel empowered to speak out if you disagree with something or feel uncomfortable with anything at any time. This can be on a 121 basis if you are not comfortable raising in a group environment
- Be open to new ideas and approaches

Note that these rules also apply outside matches and tournaments.