

I am writing regarding discrimination I have experienced at HSBNE Inc. (Hackerspace Brisbane), a not for profit hobby club. I have a mental disability that is primarily acute treatment-resistant major depressive disorder with some anxiety, for which I receive the disability pension. Regarding suicide risk, self-harm risk, a risk to myself or a risk to others etc: I am not, and I have never been, and I am highly unlikely to ever in the future be any of these things, due to reasons too complex & lengthy for an introductory paragraph. Some of the first below may be “old” but it deserves to be mentioned for context.

1. Over the last 8 years I’ve been a member of HSBNE, I have experienced theft of property, harassment, verbal and physical abuse at HSBNE over my time extensively volunteering for the organisation and using its facilities. I have attempted to resolve these issues internally, either by speaking to the involved parties or reporting the incidents to an executive member. The majority of these complaints were made verbally, except the most serious issues. Almost none of these complaints were taken seriously, and there was only one time I can recall that resulted in actual consequences for another member, and only after months of inaction that ended when it started to involve other members as well. Until this point, I had never received any punishment of any kind for any behaviour, even minor such as forgetting to put something away after using it (zero Dings, Bans, Yellow Cards or Red Cards) – this is very uncommon for someone who has been heavily involved with HSBNE for so long and the other current/ex members I had review this complaint were all surprised to hear this. I had been open about my disability with both HSBNE & other members, and I paid the reduced membership rate because of it. Until the middle of last year, my disability was usually only brought up when I mentioned it, and no one considered it an issue. This lays the foundation for the situations I found myself in the following incidents.

2. In July 2020 I had just returned from having Electroconvulsive Therapy aka ECT treatment in hospital, which I had been open about on social media, trying to help reduce the stigma around mental health treatments some still consider as barbaric or extreme. I have been in hospital for other treatments before such as Transcranial Magnetic Stimulation aka TMS, but unlike with prior treatments, in verbal conversations people became apprehensive towards me the moment I mentioned this time it was ECT and what was involved. On a few occasions people asked a question or made a comment about if I’m now crazy (ECT’s representation in popular media over the years doesn’t help with this). The treatment temporarily affected my memory, my ability to properly regulate my speech volume and some other minor functions which are known short-term side effects. In August 2020 I was involved in an incident at HSBNE where I raised my voice at another member due to them threatening to throw out a piece of HSBNE-owned equipment. I accept that it was wrong for me to raise my voice, but also note that at the time no member pointed out to me that I was speaking too loudly. I also note the member I interacted with has never faced any repercussions from past incidents throwing out other people’s property without trying to properly contact them first. The rules do not have a ban schedule specifically for raising voices, however the Safe Space Policy would allow for a dispute resolution process to be undertaken.

3. Following the events outlined in point 2, on the 15<sup>th</sup> of August 2020 I was asked by the executive to “take a break” from the space for 3 months (in effect an unofficial 3-month ban, equivalent to the strongest listed in the ban schedule). I told an executive member that the increasing frequency (almost weekly) of unresolved rule breaking/illegal behaviour I was experiencing at HSBNE was getting so bad that I was now having to take additional medication to deal with it, and that the abusive treatment I was receiving at HSBNE was now solely responsible for a large detrimental impact on my mental health & disability. The executive representative I spoke to expressed genuine concern and made it sound like the executive were going to use this time to work on fixing some of the toxic behaviours at HSBNE. I agreed to this “unofficial ban” at the time, being both emotionally exhausted and in the hopes it might be a reasonable compromise if it meant actual change would happen at HSBNE so I could come back without constantly dealing with rule breaking/illegal behaviour, and because I didn’t want my mental health & disability blamed again in the future (see attached “Initial 3-month Ban.png”). Given that there was no meaningful change during this period, it’s my opinion that this was just using my mental disability as an excuse to get rid of me instead of resolving any issues, and that the “break” was not issued as an official ban to conceal all this from other members and sweep it under the rug. In comparison to their reaction towards me, other members who regularly raise their voices at myself, my partner and others have not

suffered any consequences or had their mental health questioned. I believe that raised voices and aggressive interactions are very much currently accepted at HSBNE as part of the culture, however the response to each person differs based on their social standing and power dynamics, and some members are free to get away with it with no recourse. I also believe I was being singled out and treated less favourably due to false impressions about my recent ECT treatment and mental health disability.

4. Late August 2020, due to getting repeatedly messaged/tagged in posts/asked questions by members a few times a week who were not aware that I was not supposed to have any engagement with HSBNE and thus I could not reply, I made a post on the HSBNE forums to announce my hiatus so that people would stop messaging me (see attached “Hiatus Forum Post.png”). In this post I briefly mentioned my concerns with the declining culture at HSBNE given how much frequent rule-breaking/illegal behaviour was now considered acceptable. After making my post, one of the forum moderators removed part of my post, moved it to somewhere that could not be viewed by non-members so the general public or future members would not be aware of the current issues at HSBNE, and I was told by an executive member that I wasn’t supposed to be engaging with HSBNE in any way. The executive member accepted the reason why I made the post as valid, and that it would indeed help reduce contact & future engagement, and that my intentions in making the post were in good faith. Still, they reset the “unofficial ban” counter for 3 months time, extending it and in effect punishing me for making the post intended to ensure their wishes of no engagement. I again decided to respect their request, assuming this would mean more headway would have been made in improving the culture for when I returned (see attached “Ban Forum Post1.png”, “Ban Forum Post2.png”).

5. In late January 2021 I tried participating again in small part at HSBNE just online, on the forums and Discord chat channels. During one of these chats, I noticed some members were planning to install a new piece of equipment onto another piece of equipment that used roughly ten times more electricity than what it would be replacing. This machine has caught fire before due to electrical issues, and was plugged into a wall outlet I knew was already close to its maximum capacity and had tripped the circuit breaker many times before. Fire safety is a high priority and a very real issue with this machine, not just a theoretical possibility – these issues could be overcome in a safe manner, they just had to be taken into account. As these issues had not been mentioned by anyone so far, I brought them up & suggested they check its power consumption using a power monitor, but that I could not loan them the one I used to have at HSBNE because it had been stolen again. Another person then offered suggestions on how to avoid people taking my things, which I replied I had done all of and more – it’d been stolen four times and each time I tried more to secure it and failed, reaching the point where I was doing everything I could think of to prevent its theft to the point of borderline excess, which still was not sufficient. Another member who hadn’t heard from me in some time then asked me if I was coming back. I replied that it was dependant if events such as the theft of my property stopped regularly happening. Four of my last five visits to HSBNE all involved me experiencing illegal or rule breaking behaviour directed at me, for which nothing happened in any of these incidents, and it was a pattern that had slowly been increasing with my time spent as a member of HSBNE. A moderator then told us to have these conversations in private. I then moved to a chat channel designed for general talking about HSBNE rather than one about the specific equipment in question, and continued saying that I don’t think we should be censoring discussion about illegal behaviour happening at HSBNE as that is how we enable it to continue happening. Another member joined in to also say all comments about bad behaviour should be private. I disagreed and in response I was accused of breaking multiple HSBNE rules, and when I challenged these accusations as baseless or inapplicable they were unable to actually name how I had broken them or how they would even apply to me in this situation. As these attempts at censoring & punishing me failed, I was then accused of breaking a brand new made-up rule about not “bringing up old stuff” (in my opinion I do not consider things that were happening 4 out of 5 last times I visited HSBNE “old”). Even in regards to just the power meter specifically, aside from its repeated theft being an ongoing issue for which the most recent incident was only months prior, the only reason it was brought up in the first place was for critical fire safety reasons, which should never be scorned). I asked for clarification on what this newly made-up rule actually says or what would be even a rough reasonable time frame and was told I can’t ask that question. This directly contradicts what’s written in HSBNE’s Code of Conduct which states “when you are unsure, ask for help. Nobody knows everything and nobody is expected to be perfect. Asking questions avoids many problems down the road and so questions are encouraged. Those who are asked

should be responsive and helpful.” (see attached “Code of Conduct.png”). Because they refused to tell me what they considered even a rough “statute of limitations” on mentioning illegal behaviour or what this new made-up rule actually said, I left the conversation saying I’d make a forum post instead (full transcript attached “Public Chat.pdf”).

6. Soon after the previous event, I was informed by two other concerned members that I had just been pre-moderated on the forums before I had a chance to post anything, punishing me in advance under a false assumption of bad faith, so I would not be able to freely make a forum post about the issue to allow discussion and member input. I was also informed that I had just been kicked out of the “#Causerunners” chat channel (a channel for members who contribute a lot to HSBNE that I had been a member of since soon after its inception many years ago) so they could talk about me without giving me any chance to defend myself. I was shown transcripts that a number of highly involved members including current/past executive members & moderators were talking about me inappropriately. A summary of the discussion (full transcript attached “Causerunners.pdf”):

- Implying my grievances were unreasonable for not “moving on” (the issues were ongoing, frequent & increasing in frequency and I said I didn’t want them to continue in the future as they had been in the past)
- Framing my grievances as “unreasonable complainant conduct” (this both misrepresents my complaints and reinforces the idea of mental instability on my part. Not wanting a pattern of lawbreaking to continue is not unreasonable. “Unreasonable complainant conduct” is listed as a 2-week ban, so this is also an accusation I’m mentally unstable enough I’m becoming irrational enough I should be banned. I’ve had multiple other current/ex members read the conversation and they do not consider it unreasonable complainant conduct. Additionally, this member claimed to others they would resolve my issues but that was a lie; in reality they ceased communicating with me almost immediately after this message)
- Claiming I’m unreasonable and cannot accept proposals. They did not providing any evidence or details of an incident where this actually happened (I’ve gone through literally all my interactions with HSBNE for the past year and cannot identify anything matching this description, nor do I know of what it could be referring to, nor do the multiple other current/ex members I’ve asked. If these incidents are not made up and do exist, at minimum they’re older than anything I have referred to & well past the point of “bringing up old stuff”, showing that this made-up rule does not apply to others and I’m being treated unequally & unfavourably)
- Acknowledging HSBNE failed to handle my grievances in the past, but it’s a failure of me and not HSBNE that I am upset about the way it keeps happening while others are willing to silently accept the illegal and bad behaviour as part of the culture of HSBNE
- Acknowledging there are legitimate issues in the past and still in the present at HSBNE, but speaking out about them “doesn’t do anything helpful” (these issues can’t be worked on or resolved if discussion is not allowed, which is why these problems have existed for so long and continue to happen. This also shows little to no effort was made to address these issues while I was on my “unofficial ban” as they know there’s still ongoing issues)
- Attacking me for not having solutions to provide with my complaints (which aside from victim blaming, this is false; I’ve tried providing them & been ignored. I also note that the official “report an issue” form in the HSBNE portal does not even have a section to suggest a solution to the issue you’re reporting, so this is clearly treating me differently/less favourably to other members reporting issues and imposing additional requirements on just me)
- They don’t want me to continue to be a member (I am targeted as the problem needing to be dealt with, not the rampant & systemic issues I kept experiencing at HSBNE that I want to stop)
- They are messaging members who had seen the previous public messages and telling them not to engage with me (this is attempting to alienate me and letting them control all information so I can’t answer any questions or refute any false claims)
- They are considering how to censor messages from other members who were wishing to discuss the matters I brought up (further showing no discussion on these problems is permitted)
- One member messaged another member, telling them something about me that swayed them to self censor what they wrote (I am unaware of what this discussion was or the content of the removed posts)
- They decided to ask members to remove any posts with regard to my complaints rather than officially using their moderation powers to delete them

- A moderator requests to completely remove everything I've said, hiding the entire conversation and any examples of wrongdoing from other members. This request was denied by the president (this further shows that no discussion is allowed to try and fix any serious issues with HSBNE. If it had been removed & censored, this would've been a clear violation of the Safe Space Policy's "We support the concept of freedom of speech, and aim to avoid all forms of censorship" (see attached "Safe Space Policy.png"). The request was denied, but the fact the request happened in the first place by one of the moderators demonstrates how discussion on these matters is highly suppressed)
- The president said they have revoked my partner's access to this chat "as they are not currently a member" (this was a lie; my partner was a full valid member, paid months in advance. My partner was not involved in this incident at all and hadn't even interacted with HSBNE for months. This punishment was entirely retribution because they were my partner. My partner resigned in protest over this incident and was given a refund of the future months they had paid for, which only could've happened if they were a member. This demonstrates the president lied to justify attacking my partner)
- Discussion about asking me to have my doctor write a letter saying that I am mentally well enough to attend HSBNE, as due to previous lies in this conversation about my disability some members were so sure I'd gone crazy that I would not be able to obtain this letter and this would be an easy way to force me out of HSBNE (a member in the chat that I had privately spoken to misrepresented my doctor's opinion of HSBNE to other members to reinforce the belief I'm mentally unstable. It is not, as claimed, that my doctor thinks I am the one that is the issue. My doctor has remarked to me that HSBNE does not sound safe for anyone not just me, and the issue is with HSBNE not me, and given the place's toxic state he would advise anyone to quit, irrespective of me and my disability, including all other current members of HSBNE. I had explained my mental disability and what he said to multiple of these members previously, including an executive member, but in this conversation this was either disregarded or ignored and those who knew otherwise did not correct these lies. Wanting a letter from my doctor shows my own opinion of my disability was not considered valid nor was me verbally relaying my doctor's opinion, they were so sure I was crazy they doubted my ability to even accurately relay info & wanted a written note straight from my doctor. I am not aware of any other case at HSBNE where a person's membership is contingent on requiring written authorisation from a doctor and there is no mention of this requirement anywhere in the current rules; this is an additional requirement to be imposed only on me. In my opinion while this may violate the Safe Space Policy's "no one is required to share information about their identities [sic] or experiences", not trusting my own word regarding my disability violates the Safe Space Policy's "We believe in stepping back and letting people and groups explain and conceive their own needs and requirements, and respect their choices and experiences" (see attached "Safe Space Policy.png"). This second rule was also violated by kicking me out of this chat so I couldn't respond to any of these false claims and not involving or asking me in any of these discussions)
- Discussion on if they can simply kick me out without getting in trouble with discrimination laws (showing they are aware that what they're doing could be considered illegal discrimination based on my disability)
- Discussion on using loopholes to end my membership (wanting to use loopholes shows they know they can't point to any actual real rules I've broken to terminate my membership)
- Further discussion regarding loopholes that they don't want me to be able to use the appeals process stated within HSBNE's rules (there is understanding within the chat that the appeals process would involve all relevant issues/details being made known to the membership at large, and I would likely garner membership's support if that happened, saying more about how they think this would be judged as discrimination and wrong & they don't want membership to know about any of this)
- Evidence that a member in the chat who previously did not know anything about me being swayed into believing I am a problematic person due to this conversation (showing their lies about me turned other members' opinions against me)
- Claiming that I refuse to listen to advice (the only advice I have been given in past events of rule-breaking or illegal behaviour, and the only actions that happened, is to just accept that it happened, with no consequences when the perpetrator is known, no change to anything, just expecting me to never ever mention it again)
- Another member who had previously been unconcerned about me shows they now hold me in bad regard (further showing damage to my reputation)
- A member just joining the chat frames removing me from the space as being essentially "for my own good" rather than heinous (making decisions based upon my mental health without asking or involving

me because they think I am so mentally unwell I cannot make the decisions myself, and that denying me any autonomy is the most compassionate way to treat a disabled person. This also directly contradicts the Safe Space Policy's "We believe in stepping back and letting people and groups explain and conceive their own needs and requirements, and respect their choices and experiences" (see attached "Safe Space Policy.png"))

- Others start re-framing their ideas to fit this narrative, some even acknowledging it will look like discrimination but it should be done anyway (while still not giving any consideration to my own opinion, my own wishes, without asking/talking to me, or even fact-checking the assumptions they have made about me and my mental health, again violating the same line of the Safe Space Policy).

7. Due to the above issues being so widespread amongst executive members/moderators/highly involved members, I filed to go to mediation with the South Queensland Dispute Resolution Centre as I strongly doubted I would be listened to any other way. One of the executives agreed to attend mediation with me, despite the others not wanting it to go ahead. Mediation occurred on the 25<sup>th</sup> of March 2021.

- Given I knew it had been discussed, I had a doctor's note prepared in advance in case my own word on my mental health would not be believed, which is what happened (see attached "Doctors Note.jpg"). The note did not say the anticipated response that I'm not mentally stable enough to attend HSBNE, but instead cited the way I'm treated at HSBNE as the cause of a downturn in my mental health with HSBNE being solely responsible for the downturn. The response I've received from other members since was basically to ignore the note's actual contents, to try and gaslight me that others know more about my mental health & what my doctor says than I do, and falsely claiming that my doctor actually thinks I am not mentally well enough to be a member at HSBNE and it's a problem with me, and I have been pressured that they claimed my doctor actually said I should quit because I'm the one with the problem & I'm the one that can't handle being a member of HSBNE. There has been no acknowledgement that the letter clearly said HSBNE was the sole cause of a downturn in my mental health.

- We came to some agreements about at least making some cultural and rule changes that needed to be undertaken to make HSBNE safer for everyone and scale better with more members (see attached "Mediation Agreement.jpg")

- Of the issues agreed to, I am aware of two of them having actual serious action taken place, but neither would I consider completed nor successful and the others have had minor to no action.

8. After the mediation, I continued to email the executive asking for updates. The following is a summary of the email chain (full transcript attached "Mediation Email Chain.pdf"):

- I email a few times just asking for updates. Covid lockdown related issues are to blame for the initial slow response and I do not fault the executive for this, but at the same time I didn't want this to be forgotten or slip between the cracks (as frequently happens at volunteer-run organisations)

- They agree sensitivity training would be good but will need to apply for a grant or find a cheap option. They ask me who I think should undergo the training, putting the onus on me to fix the entrenched social issues I had reported to the organisation. Furthermore, me dictating specifics could be potentially either a conflict of interest due to my involvement in this issue, or it could potentially imply retaliation if I named specific individuals

- Most of my other suggestions were agreed to in theory, but they did not commit to a time frame to fix these problems. These are not new problems and have been identified again and again over many years by many other past and current members with little to no action taken

- Items that should've been relatively easy and of benefit to all members, such as fixing broken links in our rules documents or making the actual enforced text of all policies available online to all members, were agreed to but still have not been implemented

- 5 months after the January 2021 incident, I received the signed apology letter. It did not cover the relevant issues, see item 9 for more detail.

- I ask about why I am still moderated on the forum. (I had tried posting about my situation and sharing the apology which I wished to be public)

- An executive member replied with new additional restrictions that had not been discussed before. They wanted both this specific incident of mediation, as well as the very existence of the mediation service itself, to be private so other members wouldn't know it is an option that they could use if they also experience discrimination at HSBNE (aside from how problematic it is to purposefully hide legal options from members, or other areas in the rules that would contradict this kind of secrecy, it's my opinion at

minimum this contradicts the Safe Space Policy's "We support the concept of freedom of speech, and aim to avoid all forms of censorship" (see attached "Safe Space Policy.png"))

- I was told the apology was intended to be strictly private, and I was not to tell other members I had received it or that the event even happened (this both gives me no opportunity to repair my damaged reputation, as well as contradicts the HSBNE ban schedule which lists a 3-month ban (the highest punishment) for "attempting to cover up, hide or obfuscate an incident" (see attached "Ban Schedule.png"))

- This executive member now believes HSBNE cannot deal with the harassment allegations as it is outside the executive's scope (essentially saying they will not enforce the rules against serious breaches. Of relevance, a new rule has since been brought in where a 3-month ban applies to anyone who merely threatens legal action against another member, so there is now no valid action a member can take for resolution if they are a victim of any serious issues, as reporting the incident to the police would result in a 3 month to permanent ban)

- The now ex-executive member replies that they are disappointed to know that the dispute resolution having happened isn't confidential (but they will be enforcing it as confidential anyway by refusing to allow me to make any post mentioning it or unmoderating me)

- They think HSBNE badly handling serious issues is worse than not handling them at all, and any mention of any incident having happened is also not permitted, leaving members with a choice to either accept illegal behaviour towards them in private without being able to tell membership it even happened, or quitting (there was discussion during mediation to at least make an announcement directing people towards the police for serious incidents, but this was denied).

9. As briefly mentioned above, on the 13<sup>th</sup> of May 2021 an apology about the January 2021 #Causerunners chat was eventually provided 5 months after the incident (see attached "Causerunners Apology.pdf"). However, the apology covered none of the discrimination, attacks or lies that occurred, nor any of HSBNE's rules that were broken – only apologising for blocking me from being a part of a conversation I should've been a part of. I was also told the apology must be kept private, and I was blocked from telling other members I had received it. I originally requested an apology in lieu of the months worth of bans that should've been issued for the multiple members breaking HSBNE's rules hoping a compromise could be reached, so something would actually happen this time unlike in prior years with other incidents that went unenforced, and so I could share the apology so other members who had heard any of the defamation that had been spread about me would realise it was untrue. A forcibly-private-only apology that does not cover any of the actual issues and is worth very little. (This was the point I realised I might need to take further action and began seeking advocacy and legal advice)

10. On the 18<sup>th</sup> of May 2021 the Annual General Meeting aka AGM occurred where they had a vote to buy my vending machine that I restored & maintained for use of the members. I tried, and was blocked, from posting in the discussion of this voting item on the forums (the main place to discuss the voting items as discussion is banned at the actual meetings to keep them short). All other members are free to comment on voting items, this was specifically only me who was treated less favourably and blocked from commenting. This also meant members did not have any information from me about the machine or any reasoning why they should buy it off me, meaning important information was blocked from general members. The day after the vote had occurred a moderator approved my forum post, so to the general members it looked like I had posted a day late, which continues to make me look like someone who is mentally unwell enough he doesn't understand you have to say important information before a vote, not after. My attempts to call out this restriction of my rights as a fully valid member of HSBNE to discuss voting items, particularly votes concerning my own property, were also blocked. Either this behaviour really is considered acceptable at HSBNE, which I highly doubt members would agree with if they knew it had happened, or blocking my attempt to call it out is a violation both of the Dings policy as well as a 3-month ban for "attempting to cover up, hide or obfuscate an incident" (see attached "Ban Schedule.png"). I have not even been given any attempted justification for blocking me or any claimed rules that I broke regarding this incident, real or made-up. Notably, this occurred less than one week after receiving the previously mentioned not-apology – the one item the apology covered, that I was blocked from being a part of a conversation I should've been a part of, happened again in less than a week. And, again as before, I was not permitted to tell other members that this happened. This shows the apology really was worthless with no intention of improving or changing anything at HSBNE. As of filing this

complaint over 10 weeks later, I have still not been paid for the purchase of my vending machine. I'm fearful of any further communication with the executive given the continued hostility, lying about me, gas-lighting and repeatedly inventing reasons to punish me I have experienced over the past year, particularly as this issue may now fall within the undefined & ambiguous time period for the made-up rules I can't ask about of "bringing up old stuff" and "not moving on", for which I've been punished in the past.

11. As mentioned briefly above, on the 5<sup>th</sup> of July 2021 a new rule was brought in that merely threatening legal action against HSBNE or any member acting in the interest of HSBNE is now an instant 3-month ban (see attached "Ban Schedule.png"). This rule was brought in without consulting membership for wording/feedback or through the usual process of a vote by general membership, who wouldn't know about the issues I've been experiencing at HSBNE as I've been blocked from telling membership about them, but through an internal executive-only vote and was announced to membership once it was already in effect at the meeting of the 13<sup>th</sup> of July 2021. I do not know if it was brought in specifically to try and intimidate me from filing any legal complaints, or if there are also other members it was also intended against who are also currently having their issues covered up, but either way this new rule applies to me. Depending on these unknowns, this may fall under the ban schedule's a 2-week ban for "Creating/Modifying HSBNE policy specifically to attack or retaliate to [sic] a member" (see attached "Ban Schedule.png"). Frankly, I question the entire legality of such a wide-reaching, open-worded rule. I do not know if they intend to actually enforce this new rule against me for filing this complaint, but the threat of victimisation and serious repercussions for me filing this complaint are clear.

12. Even now, after months of punishment without being told when it will be lifted, no executive member or moderator has been able to point to any actual real rule I've broken so far this year. The only rules they claim I have broken (other than baseless accusations that clearly didn't apply and were not pursued), are ones that they made up & don't exist, or where there wasn't even an attempt at justification with any real or fake rule and rely entirely upon punishing me essentially "because the executive say so". These made-up rules haven't ever been properly defined and when I sought clarification I was told I can't ask what they actually say or how to avoid breaking them. I cannot find any evidence of these made-up rules ever being enforced against anyone else, only me, nor other members even being informed of these made-up rules. I've even listed an example above where an ex-executive member openly breaks one of these made-up rules with zero repercussions within an hour of me being accused & punished for breaking that very same made-up rule. It is my opinion that the reason they refuse to make any of these rules official is partly because members would not agree to them if they were actually put to a vote, and partly because the ban schedule lists a 2-week ban for "Creating/Modifying HSBNE policy specifically to attack or retaliate to [sic] a member" (see attached "Ban Schedule.png"). As per the 28<sup>th</sup> of January 2021 conversation, based on their own admission they are inventing reasons to punish me & kick me out as they falsely claim my mental disability makes me not mentally well enough to be a HSBNE member, after 8 years of problem-free membership, making up lies about me and attacking me for my disability, which they themselves acknowledge they know is discrimination. They are also writing off my legitimate complaints as ramblings from a mentally ill person so they can ignore them, because removing me from the group is easier than dealing with these issues. While some of the above issues may have a reasonable explanation, it is not possible for me to have these discussions in any fair way with a representative from HSBNE given the continued attacks and accusations of breaking made-up rules constantly levied against me. As of when I'm submitting this claim my punishment is still ongoing and they haven't stated any indication when it will be removed, with nowhere in the rules permitting indefinite punishment, but given the rate of making up new rules to punish me it's clear they intend to make the punishment permanent through whatever false justification they continue to invent to indirectly kick me out because of my mental disability.