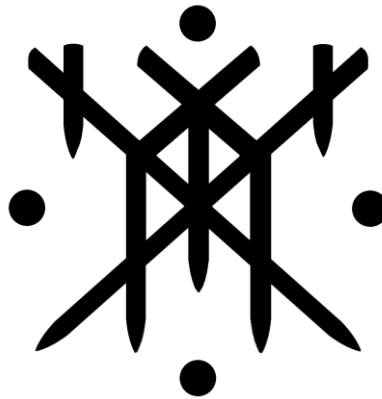


Council Code of Conduct



Statement of Purpose

This document is an extension of the Heljalningar General Code of Conduct. As stated below, all council members are expected to follow the universal Code of Conduct. Additionally, council members are also expected to follow this additional Code. As elected representatives of the Hel's Gate Heathen Kindred, council members should be held to an even higher standard than our guests, kith, and other kin.

Although the Folkspeaker is technically not a member of the council, they do run Mediations and serve a vital role in the kindred's political structure. As such, the Folkspeaker is also expected to follow this Council Code of Conduct.

This Code applies to all of our gatherings, events, online groups, and online chats. This Code applies to all council members (Full and Small Council). The words "individual", "anyone", and "party" or "parties" hereby refer to any guest, kith, or kin. Council members will be identified specifically as "council member(s)". We wrote and approved this Code of Conduct together and have agreed upon what is and is not acceptable within our community in regards to council members.

This document is intended to be adapted and revised based upon the needs of the Kindred.

The Code

Article 1 Representatives of the Kindred

Council members are expected to be involved in organizing and attending kindred events on a regular basis.

Part of our Kinship Oath is to “represent each other in our everyday lives”. Council members are expected to uphold this to an even greater degree than other kin and should set an example for other kin to strive towards. Council members shall represent the kindred with honesty and integrity and must always clearly distinguish between their personal feelings/beliefs and those of fellow kin or council members, kindred culture, and/or official kindred policy or statements. No council member shall appoint themselves titles or honors without the approval of the kin.

Taking care of oneself is essential. Although council members are to be held to higher standards, it is also understood that they are human beings. It is recommended (but not required) that all council members take a 1 month break from duties every year.

Article 2 Discretion

Due to the sensitive nature of many of the topics discussed by the council, discretion is an essential quality for council members. Council members will speak about council business only with kin and other council members; not kith, guests, or outsiders.

When a Mediation, Arbitration, or dispute is occurring, the council will only speak about said Mediation, Arbitration, or dispute with individuals who are directly involved in the situation. It is acceptable for council members to discuss any other council business with kin and kin only.

Presenting a united front is an important aspect of the kindred’s stability and image. While it is not necessary to lie and pretend the council never argue amongst themselves (trust that they do) it is not acceptable to trash talk fellow council members or allow grievances to be openly shared with non-council individuals.

Article 3 Protocols

Any decisions regarding the kindred made by a council member should first be reviewed by the rest of the council. If a council member proposes taking action on a matter and does not receive a reply from all council members within 24 hours, they may take said action if there are no objections from the council members who responded. There may be exceptions to this in extreme circumstances requiring an immediate response such as defamation of the kindred, potential legal trouble, or the safety of our guests and members.

If a dispute in-person or in a kindred chat becomes too heated or goes against the General Code of Conduct, council members present must utilize a Temporary Ceasefire or Full Ceasefire according to their discretion.

If a dispute on our public Facebook group becomes too heated or goes against the Code of Conduct, the first council member to see it must utilize Article 11 of the Code of Conduct. They will lock the thread, message the individual(s) who broke the Code of Conduct, and politely inform them of the specific part of the Code which they broke.

Article 4 Consequences and Possible Removal from Position

If a kith or kin believes a council member has broken either Code of Conduct an Mediation or Arbitration will be undertaken, whichever is deemed most appropriate by the kin.

If a kith or kin believes a council member should be removed from their position a Mediation or Arbitration will be undertaken, whichever is deemed most appropriate by the kin.

See: Mediation Process

See: General Code of Conduct

Certain circumstances will result in immediate banishment, probation, or removal from position, depending on the severity of the offense and the collective feelings of the kindred as a result of said offense. These include, but are not limited to: assault, defamation of the kindred, hate crimes, sexual harassment, stalking, theft, and/or rape.