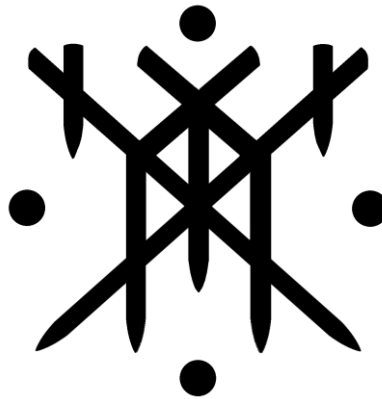


# General Code of Conduct



## **Statement of Purpose**

The Heljalingar General Code of Conduct has been written for the purpose of giving us a guiding document to refer to in regards to how kin, kith, and guests are expected to behave at our events and in our spaces. It is well understood that every individual/situation is unique and must be dealt with accordingly. However, these are firm boundaries that we uphold as a group. We wrote and approved this Code of Conduct together and have agreed upon what is and is not acceptable within our community.

For years “don’t be an asshole” has been our common refrain. However even the kindest people are capable of being assholes sometimes, even if they don’t intend to be. This document offers a more explicit explanation of our collective expectations and boundaries.

Frith is defined as peace and fellowship and is referenced throughout this Code of Conduct.

The consequences for breaking this Code can be found below.

This Code applies to all of our gatherings, events, online groups, and online chats. This Code applies to all guest/kith/kin. The words “individual”, “anyone”, and “party” or “parties” hereby refer to any guest, kith, kin, and/or council member in singular or plural. This Code applies to everyone.

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

## **The Code**

### **Article 1 Mutual Respect**

General respect is expected. We treat each other kindly and respectfully. Some examples of mutual respect: listening to one another, being honest, not talking down to one another, hearing each other out, and agreeing to disagree.

### **Article 2 Discrimination**

We aim to enforce the right of all members to enjoy our group in an environment which is safe and without risk to health, violence, or aggression.

No discrimination of any kind shall be accepted! Intolerance of the following will not be accepted: race, sexual orientation, gender identity, or religion.

ANY abuse, verbal or physical will not be tolerated. Verbal abuse includes yelling, name-calling, and rudeness. Physical abuse includes using one's body language to intimidate and any form of unwanted touch.

### **Article 3 Politics**

Discussion of politics are strictly off-limits in our online chats.

Discussion of politics at events is allowed in small groups but ONLY if the individuals in said group have clearly stated that they are interested in being involved in the discussion.

Agree to disagree. Debated is okay but if anyone is getting heated it is time to halt the conversation and move on.

We understand that not everyone will have the same opinions and beliefs. You may respectfully listen and share your point of view. People are more open to learning when the conversation is respectful. You can say you disagree in a polite and respectful manner.

#### **Article 4 Religion**

The topic(s) of religion are difficult to avoid in a group such as ours since it's such a central aspect of what we do. Avoid blanket statements about this or that religion being "bad" or "wrong". Tread lightly when bringing critical analysis of religion/religious doctrine.

Do not tell someone they are wrong about their religious/spiritual beliefs, unless those beliefs promote violence, cruelty, abuse, and/or discrimination.

Understand UPG (Unverifiable Personal Gnosis) and that your UPG is not necessarily anyone else's. Clearly state when you are presenting your UPG vs a historical fact.

#### **Article 5 Sexual Harassment**

Absolutely NO sexual harassment shall be tolerated. We are a very sex-positive and open group (in general) and take great efforts to respect one another's boundaries. Part of being sex-positive is respecting others' space in regards to these matters.

Consent to physical or verbal come-hitherance is required. Always ask before you hug someone unless it has already been established that they are okay with/welcome hugs. Flirting is acceptable only if it is done conscientiously.

If you are uncomfortable with the attention of another individual at an event please make them aware or let a council member know if you aren't comfortable telling said individual that they are making you uncomfortable.

#### **Article 6 Drinking**

Drinking of alcoholic beverages is something that happens at most of our events. That being said, drunkenness is not acceptable if it is interfering with the comfort and/or safety of our guests/kith/kin.

Don't get hammered!

Drinking and driving is unacceptable. We must be aware of our legal responsibilities when serving alcohol at our events. As such, we will ask each individual at the beginning of each event if they intend to be driving or drinking. Those who intend to drink will be asked to provide us their keys or indicate a responsible Designated Driver.

If a individual is becoming too inebriated at one of our events they will be denied any further drink and will be asked to go to bed or to leave if they have a sober ride. "Too inebriated" is defined as, but not limited to: wobbling, slurring words, lack of lucidity, rudeness, etc.

Only the Mead Master is allowed to distribute drinks provided by the kindred.

## **Article 7 Substances**

Illegal substances are not allowed at our events.

## **Article 8 Ceasefire Clause**

If any individual asks that a topic brought up (in conversation, in a chat, etc) be discontinued then it must stop right there. This can be due to the discussion being triggering or too heated. If anyone wishes a conversation to be discontinued they may invoke this Ceasefire Clause by speaking (or typing) the words: "Temporary Ceasefire" or "Full Ceasefire".

A Temporary Ceasefire calls for a 10 minute break from the discussion at hand. After 10 minutes, the discussion may continue. The purpose of a Temporary Ceasefire is to allow for heated individuals to cool off or triggered individuals to remove themselves from the conversation.

A Full Ceasefire calls for the discussion to end entirely. The purpose of a Full Ceasefire is to stop conversations that do not promote Frith or benefit the kindred. At this point the Cooldown Period should be observed (see: Article 9 Cooldown Period). If anyone feels the conversation needs to continue after that they may call a Mediation (see Mediation Process).

If the Ceasefire Clause is spoken or typed 3 times and not adhered to, the individual(s) who did not halt the conversation will be considered to have broken this Code.

Conversations can always be moved to more private venues if two or more parties agree they must continue and wish to continue the discussion.

## **Article 9 Cooldown Period**

If a party is engaged in a conflict with another party we ask that they take 24 hours to feel it out and mull things over before responding. Often the heat of the moment can cloud one's clarity of vision. We believe it is a good practice to take a step back, evaluate, and return to a conflict before it becomes volatile.

## **Article 10 Offending Discussions**

In-person discussions which violate this Code of Conduct will be considered an infringement upon Frith. This includes discussions being continued after a member asks for them to stop or discussions being continued after the Ceasefire Clause has been invoked (see: Article 8: Ceasefire Clause). The discussion will be halted immediately. Should any member present feel Mediation is required then the Mediation Process will commence.

## **Article 11 Offending Posts**

Posts made in our online space which violate this Code of Conduct will be considered an infringement upon Frith. The post/discussion will be locked and a message including a link to our Code of Conduct will be posted by a council member.

The offending individual(s) will be messaged privately by a member of the council explaining how they broke the Code of Conduct. Screenshots of the discussion will be taken and filed.

Should any member involved feel Mediation is required then they may request such Mediation.

## **Article 12 The Consequences**

Breaking this Code of Conduct will result in a documented verbal/written warning by a council member. After 2 verbal/written warnings the individual will be given a Strike. Each subsequent breach of the Code of Conduct will result in an additional Strike. Strikes will be recorded by the council.

If a member of the council receives a Strike they will be temporarily removed from council duties until the Arbitration Process is complete.

### 1 Strike = 1st Arbitration

Each Strike will result in an Arbitration, in which the offending individual(s) will be asked to speak with the small council about their offenses. The council will try to help them make a plan to avoid further breaches of this Code of Conduct.

Concerned/offended parties may be asked to attend Arbitrations. If it is agreed during Arbitration that a simple apology will not suffice a frith price may be asked for (see: Mediation Process).

All Arbitrations require a neutral third party to advocate for the individual(s) in question. Neutral representatives will be chosen by the concerned/offending parties.

The 1st Strike will expire in 1 year from the date of the incident.

### 2 Strikes = 2nd Arbitration and Probationary Period

After the second Strike another Arbitration will be called and the offending individual will undergo a mandatory probationary period. Probationary periods are a minimum of 72 hours and a maximum of 60 days and will be chosen based on the severity of the offense.

The 2nd Strike will expire 3 years from the date of the incident.

### 3 Strikes = 3rd Arbitration, Probationary Period, and Behavior Program

Upon the third Strike another Arbitration will be called, the offending individual will undergo another mandatory probation period, and will be asked to attend a suitable behavior program. Such programs could include but are not limited to: anger management, behavioral skillbuilding, therapy, etc.

The 3rd Strike will expire 5 years from the date of the incident.

## **Article 13 Banishment**

Banishment is our most extreme response to breaking Frith.

Refusal to adhere to probationary periods will result in banishment.

Refusal or failure to complete the recommended behavior program after a 3rd Strike will result in banishment.

Further offenses after a 3rd Strike will result in banishment.

Certain circumstances will result in immediate banishment and/or probation, 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.