



The Asatru Community aka T.A.C

By Laws 2015

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Article I: Name

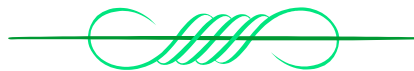
1.01-Name: The name of this organization shall be: The Asatru Community. The business of the organization may be conducted as T.A.C or The Asatru Community or any combination thereof

Article II: Purposes and Powers

2.01 Purpose:

2.01A-The Asatru Community will be run as a philanthropic organization (with future plans of becoming an LLC) and shall be operated exclusively to foster and grown the religion of Asatru, worldwide. We provide networking services for those seeking to connect with other Asatru-ar worldwide via our Ambassador Program or Charter Membership as well as our Community Outreach program.

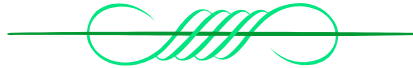
2.01B-The Asatru Community is funded via gifts from the community and also the sales and profits of products and services rendered by The Asatru Community. All services/products/goods shall be used for the sole purposes of funding projects that foster community and growth of heathenry worldwide.



2.02 Powers: The organization shall have the power, directly or indirectly, alone or in conjunction or cooperation with others, to do any and all lawful acts which may be necessary or convenient to affect the organization and its finances or its operation as an LLC. The powers of the organization may include, but not limited to, the acceptance of gifts or funds from the public and private sectors, whether financial or in kind contributions as well as operate a business as an LLC outlined by the state of California.

Article III: Officers of The Asatru Community

3.01. Chief Officers: The Asatru Community has no physical location, but runs as a virtual organization. There will be 3 principal officers who will be herein known as The Tribunal. Herein named: The Founder/President/ CEO, Vice President, and Board Chairman respectively.



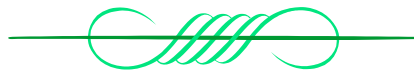
3.02 Board of Directors: The Asatru Communities day to day affairs will be managed by the Board of Directors, consisting of Nine (9) Members.

1. Vice President
2. Board Chairman
3. Public Relations Director
4. Editor in Chief
5. Treasurer
6. Director of Social Networking
7. Director of Events
8. Director of Religious Affairs

3.03 The Council: The Council consist of volunteer Charter Members who are serving as admins for the Social Networking Groups. They have no influence on the day to day, or long term goals of TAC. They report to the Director of Social Networking on a daily basis. The Council is to consist of as many members as needed.

Article IV: Applications

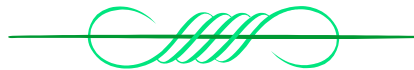
4.01: Types of Membership: There are two types of ‘membership’ with The Asatru Community. Each has its own process, and is independent of each other. (See Below)



4.02: Facebook Membership

4.02A-Members of the Facebook group are accepted into the group based on information obtained via their profiles. The Asatru Community does read the full profile of all applicants. We reserve the right to investigate not only the public profile of the applicant but any acquaintances, friends, group activity (on other groups).

4.02B-Facebook Membership is not automatically guaranteed, and although applicants can request to take their application under review, and provide additional information to help determine eligibility, there is no guarantee of acceptance.

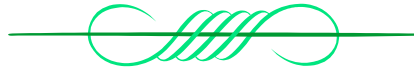


4.02C: Charter Membership

4.02C-Applicants are accepted based on information provided. The Asatru Community reserves the right to reject any applicant based on lack of information provided. We reserve the right to request additional information, put applications into internal review, or decline applicants until such time as we can gather the correct information.

4.02C-Applicants can take an indeterminate amount of time to process as we may need to investigate applicants further

4.02C-Applicants can appeal the rejection of an application via the appeal process set out in **Article XI: Appeals**



4.04: Application Process

4.04A-Applications for membership may be done: via The Asatru Community, at events that are sponsored by The Asatru Community, at websites affiliated with The Asatru Community or at any authorized location whether virtual or physical. Any application accepted outside of The Asatru Communities website, must be sent to The Asatru Community for verification purposes, no exceptions.

4.04B-All applicants **MUST** regardless of their location provide full disclosure of their full name, legal address and other information

4.04C-Applicants are not permitted to use a FAKE identity or 'screen name' on an application. If a member does not wish to have their identity known The Asatru Community must request that in writing along with a reasonable explanation as to 'why' this request is being made. Only in extreme situations will The Asatru Community) comply with requests to obscure legal names.



4.05: Rejected Applications

4.05A-The rejected application is filed in the kindred database as a kept record only

4.05B-The applicant is sent: an email with the: **date of rejection, the reason of rejection and the information/process of appealing.**

4.05C-The applicant has **30 days** to appeal a rejection. If they do not appeal within that time period, then The Asatru Community will consider that the applicant has accepted the rejection.

4.05D-Rejected applicants who either: a. did not appeal or b. appeal and were denied their appeal will be prevented from applying for **30 days**.

4.05E-If an applicant is rejected more than 2 times, that is; they applied, and either did not appeal or appealed and lost their appeal, may be prevented from applying in the future.

4.05F-Applications that are rejected are kept on file for a period of no less than 1 year after which time they are disposed of in a proper manner

Article V: Privacy

5.01: Privacy Rules

5.01A-All information given to The Asatru Community will be kept confidential. Any information obtained via applications, chat or other will not be divulged to any party for any reason unless in accordance with a state law or required by ‘warrant’

5.01B-All applications provided to The Asatru Community are not available for public view. Members are allowed to remain anonymous to the public as long as they wish to do so, and no member will be mentioned directly or indirectly without prior permission to discuss the member to the general public

5.01C-Charter Members are allowed to participate in online communications using alternate names as long as The Asatru Community has knowledge of the person’s true identity.

5.01D-Charter Members, Guests, The Council, Founder, Co-Chair and Council Head are not required to tell anyone about their role and/or participation with The Asatru Community in any way that may violate their personal privacy rights

5.01E-If any charter member, council member, council head, founder or co-chair wishes to have access to their own records, they are fully able to view their own records at any time, and also have the right to request their file be destroyed, removed or closed should they wish to leave The Asatru Community or no longer participate in kindred events, workshops, notification lists or other!

5.01G-All physical documents will be destroyed via “shredding”

Article VI: Meetings

6.01: Frequency of Meetings

6.01A-The President, Vice President and Chairman shall be in constant and frequent communication on all matters that pertain to the organizational structure or any other matter that concerns or involves The Asatru Community. At least once per month, an official meeting will take place in which **The Tribunal** will be updated on all projects, any issues or other matters. A list of projects will be kept updated.

6.01B-The Board will conduct meetings at whatever frequency is necessary to perform their duties (see **7.04: Duties**) and will be run by the Chairman.

Article VII: Duties

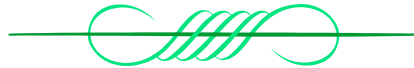
7.01: Exceptions: Excepting the Board of Directors, President, Vice President, Chairman, and any other employee of TAC, no other person, organization, group or kindred shall be expected to perform any duties or services to The Asatru Community

7.02: Who Can Preform Duties: Any charter member or non-charter member can apply to perform duties within TAC at any time.

7.03: Protections: No member or nonmember of The Asatru Community shall, by force or coercion, be required to participate in any event, or proceeding which may, by the President, Vice President, or Chairman be deemed to be in conflict with, or in opposition to the bylaws and/or tenets of The Asatru Community, or the Ásatrú religion in general. These things include, but are not limited to, involuntary service of any kind requiring the use and administration of otherwise binding oaths not based on the tenets and beliefs of the Ásatrú religion, or which conflict with the tenants and beliefs of the Ásatrú religion in any fashion. Under protection of the Constitution of the United States of America

7.04: Duties

7.04A: President: The duties of the President shall be to oversee and direct new projects to ensure that all projects fit into the general direction of The Asatru Community. The duties of this position may include but are not limited to: writing articles, publishing, membership maintenance, daily operations, and ensuring that the VP and Chairman are doing their jobs. The President can appoint, demote or hire people to fill the positions of Vice President and Chairman. The Founder maintains 1 vote on The Board and is the last line of contact for The Board. The President also serves as a tie breaker should there not be a majority. Should matters be unable to be resolved via the processes and protocols outlined in this by-law or the Board Protocol document or any other administrative document outlining any process or protocol.



7.04B-Vice President of T.A.C: The duties of the Vice President will include, but are not limited to: Administrative Assistant, Member Applications, and Financial dealings. The Vice President is responsible for any and all administration including the creation of forms, by-laws, protocols etc. The Vice President also serves as the Chairman when one is not available. The Vice President holds 1 vote on the board.



7.04C-Board Chairman: The duties of the Chairman will include, but are not limited to: Determining who serves on the board, who is hired and fired, as well as enforce The Protocols below. The Board Chairman holds 1 vote on The Board. As well, the Chairman serves other roles as needed. The Chairman will be the chief contact for anything The Board needs (unless it falls on the VP or CEO)



7.04D-The Board: Is responsible for enforcing the protocols below. The votes of the Board shall be mandatory in all matters. When the vote is tied, the Council Head shall then request the Co-Chair and Founder to vote in order to break a tie. However the President and VP are not required to participate in every vote, but maintain their single votes respectively.

7.04E- Board Members: The Board of directors is to consist of 8 members at all times:

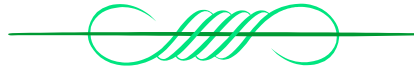
1. Vice President-Detailed Above
2. Board Chairman-Detailed Above
3. Public Relations Director- Oversees all things relating to PR, and Advertising
4. Editor in Chief-Oversees all written content before it goes out. Head of Magazine
5. Treasurer- Oversees the spending of money.
6. Director of Social Networking- Oversees all of TAC's social networks
7. Director of Events- Assist members in event planning and creating.
8. Director of Religious Affairs- As TAC is a religious organization above all else, the Director of Religious Affairs will ensure that all our members are taken care of spiritually.

Article VIII: Finances

8.01: How Funds Are Used

8.01A-All funds given to The Asatru Community for any purpose is to be used at the sole discretion of The Asatru Community but may not be used for personal gains or any activity which would be considered a 'corporate venture', investment or any activity which is seen to profit The Asatru Community.

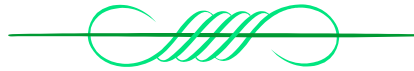
8.01B-This includes all money generated via fundraising, gifts to The Asatru Community or personal finances gifted to the organization by any party.



8.02: Financial Reports

8.02A-A quarterly report must be presented to The Board to report on all financial transactions within The Asatru Community

8.02B-Detailed accounts must be kept by the designated accountant



8.03: Monies/Receivables

8.03A-The Asatru Community will keep no more than 2 years of operating expenses.

8.03B-There is never to be a surplus of funds.

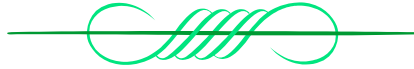
8.03C-Should there be a surplus, The Asatru Community **MUST** within a reasonable time use the surplus for a purchase that aids the growth of heathenry.

8.03D-IF funds are found to be misappropriated or being used to either: a. market The Asatru Community or pay for Merchandise without express permission of The Board or The Tribunal, The Asatru Community can hold the party who misappropriated the funds to be held liable.

8.03E-Funds remain with The Asatru Community regardless of who the current leader of The Asatru Community. The account where the funds are held will be left in trust to The VP, and Chairman if no Founder is currently in service.

Article IX: Codes of Conduct

9.01: Codes of Conduct: There are two Codes of Conduct. The Internet Code of Conduct herein referred to as the Internet C.O.C and the Standard Code of Conduct, herein referred to as the C.O.C, each are laid out below. All codes are maintained and updated by President, Vice President, and Chairman herein referred to as The Tribunal.



9.02: The Internet C.O.C

9.02A-No intolerance or racism against any religion, race, or ethnicity is allowed. No 14/88 at all. Nothing of the sort shall be tolerated, no exceptions.

9.02B-Harrassment, be it sexual or otherwise will **NOT** be tolerated.

9.02CRespect everyone's ideas and opinions even if you do not agree with them.

9.02D-If you are stating something that is a UPG (Unverified Personal Gnosis) please state that it is so, so people do not argue with you about it. (This is not so much a rule as a suggestion, nothing wrong with UPGs!)

9.02E-Try to keep back on the swearing and profanity, while in the full view of all of TAC

9.02F-There are no stupid questions, we are all here to learn and educate. If you do not like someone's question, then please ignore it.

9.02G-If you are going to promote an idea that is not widely understood, please explain rather than get angry.

9.02H-No threads or comments are to be deleted by the author (unless they are a mistake) for they may be used for later evidence. "By their deeds shall they be known".

9.02I-Admins will not remove a thread unless it is causing other members to leave or is seen to provoke or incense other members to the point where the thread is seen to be doing more harm than good. A record of the thread shall be kept.

9.02J-The Asatru Community does not openly support or condone things that are generally illegal. Ex: Rape, Murder, Hard Drugs, Gangs, Violence.

9.02K-Do not be rude or disrespectful, debating is good, but when it becomes disrespectful, it is not allowed.

9.02L-Your idea, while you may view it as right, and it may be, is not for everyone. Do not push your ideas on to others, or try to convert them to your way of thinking.

9.02M-Everyone is an equal member of TAC.

9.02N-No group of people is greater than another, you may respect your group, and have pride, but do not put down others.

9.02O-Please no name calling, we are not in elementary school.

9.02P-If you are having an issue with the group, someone, or the way things are being run, please come forward to one of the councilors or myself. You cannot hope to get things fixed if we are not aware. TAC will not take any sides in your problems with other members. The Council is here to help you. If your issues become a TAC problem, all those involved will be put to the council for banishment.

9.02Q-The Council reserves the right to remove any inappropriate links, or ads that do not fit in with our codes of conduct.

9.02R-All original content posted in TAC, whether it be Facebook, Google+, blog, YouTube, or any other medium is our intellectual property and may not be copied to other sites without permission and proper citation. If you would like to use something from us, and or any of our mediums, all you need to do is ask.

9.02S-Please do not upload any files to the TAC Facebook group if you do not have the rights to do so. If you do not have the right from the publisher then you do not have the right to distribute it. Both you AND TAC can be held accountable for illegal distribution. So please only post things you have the permission to do so. There is no way around if, you cannot secretly upload it, if you do not own the rights, or have permission, it does not get uploaded! Thank you! Also, if you are going to upload things, while we greatly appreciate it, please do not upload all of them at once as they fill up the feed! Also, we are no longer using the FB file system, to add your files to our Library, follow these instructions:

<http://theasatrucommunity.wordpress.com/library/>.

9.02T-Please try to keep topics heathen related. That could mean many things, including anything affecting heathens past and present, but nothing completely random please.

9.02U-The Asatru Community was created for the spreading and gaining of wisdom and knowledge, a place where heathens and pagans can come together in a safe place to learn and grow without the fear of prejudice, this shall not be violated.

9.02V-These rules or codes of conduct may from time to time, be altered, deleted, or added to, at the discretion of the Council and input from the group.

9.03: The Standard C.O.C

9.03A-No racism or intolerance is allowed. No kindreds, individuals, or groups of people that support racist ideas are going to be allowed to remain members of TAC once TAC has become aware. TAC is fully against racism and intolerance. No exceptions! It is the duty of members to report anything suspicious to The Council.

9.03B-All TAC members are to be shown respect by all other TAC members. Disputes between two members do not involve TAC, and should not. If they do, both members shall be reviewed for expulsion.

9.03C-TAC does not support, nor condone illegal actions, or ideas. If you are promoting such things, you may be passed on to The Board for review.

9.03D-Everyone is an equal member of TAC.

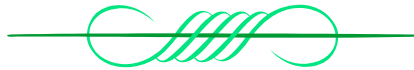
9.03E-No group of people is greater than another, you may respect your group, and have pride, but do not put down others.

9.03F-The Asatru Community was created for the spreading and gaining of wisdom and knowledge, a place where heathens and pagans can come together in a safe place to learn and grow without the fear of prejudice, this shall not be violated by anyone in our power to stop.

9.03G-TAC is not a political entity, and will not be used in such a way, politics are to stay out of all of our manifestations.

9.03H-Membership to TAC is always free.

9.03I-Our goals, ideals, and virtues must be held up to the highest levels.



9.04: Codes of Conduct for Kindreds: The kindreds, besides gatherings, and other such events, while members of TAC, are individual and separate entities, however they are required to follow the following rules to retain affiliation with TAC:

9.04A-All kindreds that are affiliated with TAC MUST follow the COC.

9.04B-TAC does not force a kindred to have a priest class, said kindred is free to choose how it runs their own kindred.

9.04C-We do not dictate which holidays are to be observed, or which rituals are to be practiced, that is up to the kindred.

9.04F-TAC does not dictate how kindreds are managed and run, just so long as they follow the COC.

9.04G-TAC will promote the establishment and growth of kindreds around the world.

9.04H-TAC qualifies kindreds as a group of at least three members that meets no less than ten times a year. In order to apply for membership, these qualifications must be met, unless said Kindred is in its infancy, and is less than a two years old.

9.04I-Kindreds must remain a nonprofit, or renounce their affiliation with TAC.

9.04J-It is the kindred's responsibility to deal with its members who break the COC, if requested, The Board will step in to decide matters.

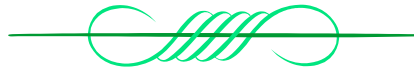
9.04K-It is requested, although not required, that kindreds do whatever they can to help TAC's community outreach program.

9.04L-Any kindred may be removed from TAC, if the majority of The Board decides. However, a kindred can only be presented to The Board for removal, if one or more of the COC are broken.

9.04M-Kindreds are free to apply for membership, and leave TAC at their discretion, though the kindred must inform The Board that they are leaving, and we ask that they inform The Board as to why, though it is not

required. However, informing The Board that said kindred is leaving, is mandatory

9.05: Modification of Codes of Conduct: These rules or codes of conduct may from time to time, be altered, deleted, or added to, at the discretion of The Tribunal.



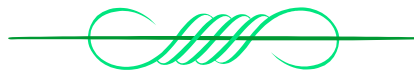
9.06: Disciplinary Action Protocol

9.06A-As most interactions with The Asatru Community will be electronic in nature, these interactions are governed by a strict Internet Code of Conduct. All inappropriate conduct will be dealt with based on either the Internet Codes of Conduct or the Standard Code of Conduct or a combination of both.

9.06B-All violations shall follow the Board Protocol set out in Article



9.07: Who is not Welcome: A pedophile, Dangerous criminal, A registered or known Sexual offender, Anyone serving time for domestic abuse, A minor under the age of 18 without parental permission, Anyone associated or affiliated with any organization or activity that is considered 'racist, Anyone associated with or affiliated with any organization or activity that violates basic human or animal rights.



9.08: Live Events

9.08A-We cannot be held responsible for live events. Even if these events display or use our logo, name or are affiliated with us or have present any of our board members. We will not be held liable for any accidents, damage to personal property, police arrests, inappropriate conduct or any other behavior that would be deemed offensive.

9.09B-We expect event leaders to enforce and create their own standards to which all in attendance should be expected based on the rules and protocols set by said event to follow. The Asatru Community will not be responsible for the creation of rules.

Article X: Ethics

10.01-Guidelines

10.01A-All things at The Asatru Community are dealt with in a highly ethical fashion.

10.01B-No act shall be done without discussion and reasonable research into the ramifications of change.

10.01C-Minor Changes can be enacted by: President and VP without approval of The Board, these changes are ones not considered to: change any organizational processes,

10.01D-We do not share our information with anyone outside of The Council

10.01E-We do not discuss private information with anyone for any reason. However, discussions with the **The Tribunal** might be shared with our council should we require further advice or support.

10.01F-All votes are taken into account. No one person will have a controlling interest in any decision.

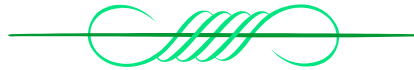
Article XI: Appeals

11.01: Appeal Process

11.01A-An applicant must send an email outlining the reason for the appeal request within 30 days of the rejection email being received by the applicant

11.01B-During the appeal, the applicant must answer any and all additional questions that might be asked of them.

11.01C-The decision of the Review Board is final.



11.02: Appeal Considerations: All further evidence and or information will be considered in the event that an appeal is requested. All applications are subject to the Code of Ethics and Codes of Conduct outlined in this document as well as the Privacy Policy (also mentioned in this document)



11.03: Reasons for automatic rejection: Misrepresentation, Failure to complete required criteria, Providing improper payment or NSF payments, Failure to adhere to the Code of Conduct/Ethics or Privacy Policy, Failure to treat The Membership Council with respect, Failure to complete all documents required, Any other reason or reasons that may be determined by Review Board (which may be made up of CEO, VP, and Chairman as well as as many representatives from The Board that are needed. Including but not limited to reasons that infringe upon: the safety of others, the overall wellbeing of people within the organization, the reputation of the organization, etc.

Article XII: Protocols

12.01-Council Protocols

12.01A-Rouge Board/Council Member:

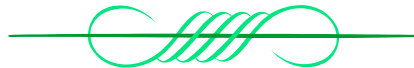
12.01A (1)-The Chairman will be responsible for banning any offending council member.

12.01A (2)-The offending member will immediately ban the individual until an investigation can take place.

12.01A (3)-The investigation will be conducted by The Tribunal who will hear the case for ban and either decides to take further actions or to overturn the suspension/removal should no evidence be found.

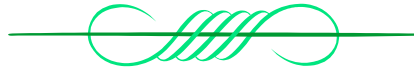
12.01A (4)-The offending council member may be allowed back into the group but not to The Board unless they show they have completely changed or have proved themselves trustworthy, and even then, it is at the discretion of the council.

12.01B-A Council member breaks a COC: PM them about their mistake, Have them refresh themselves with the COC. If the behavior continues, refer to section 12.01A



12.02-Adding Members:

12.02A-Members: Members shall be added by The Council member who is on DUTY for that week ONLY! If you are not on duty, please do not add people.



12.03-Post Protocol

12.03A-All posts should be reviewed to ensure the content is: not offensive. meaning: no racial or radical comments, no comments degrading any person living or dead, no gruesome posts containing images that are of people or animals that show decapitation or any gruesome act of torture or anything of a sexual nature that is inappropriate

12.03B-Should not always contain ads. Ads are reviewed and posted on a case by case basis. As long as the ad does not promote or endorse anything offensive, and does not go against TAC in any way, it shall be permitted no more than 1 time per month.



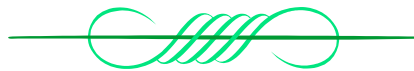
12.04-Offensive Posts: If it's decided by group consensus that a post remains then it shall be so. But if it is decided to remove the post, it shall be removed but a screenshot of said posts shall be kept on file for future reference and use in any TAC investigations/reporting.

12.05-Protocol for Group Behavior/Conduct

12.05A-A very aggressive person: Will be dealt with on a strike system.

12.05A (1)-First Strike: a public post with a reminder of the C.O.C will be posted, and the offending member will be pulled aside in private chat to receive a simple and non-offensive reminder of the C.O.C

12.05A (2)-Second Strike: a public post with a reminder of the C.O.C will be posted, the offending member will be pulled aside in private chat to receive a simple and non-offensive reminder of the C.O.C with a final warning stating that if they continue the behavior, they will be immediately banned.

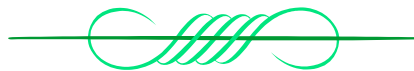


12.05B-A group or individual breaks the C.O.C (either Internet or Standard-see **bylaws**):

12.05B (2)-If it is not a serious violation or minor infraction, pull them aside in private chat and inform them.

12.05B (2)-Remind the group to review the C.O.C

12.05B (3)-If a serious violation has been made, put them before The Board for removal



12.05C-A racist or racial based posts

12.05C (1)-Immediate ban, with a public notice that the offender has been remove

12.05C (2)-A report to Facebook

12.05D (3)-Removal of the member from any public forum and charter membership/affiliation or other association.

12.06- PR Protocol

12.06A-Another group/ individual is attacking TAC: First comment with:

12.06B-Immediately report it to the PR rep (see **7.04: Duties**) for The Asatru Community and include the name of the person commenting and the link to the post where the comment has been made.

12.06C-DO NOT under any circumstances respond or engage in wars or fights online even if you think you're doing the right thing, always let it be handled by PR. No exceptions

12.06D-First Comment: "TAC is currently investigating the matter, and we will make no further comment until we feel comfortable that we have gotten to the bottom of the issue. We will not be debating, or discussing internal issues at this time. All parties that are involved will be contacted, and made aware via private means. More information will be released by The Council at an appropriate time".

12.06E-If they persist defend TAC depending on the situation, while not being aggressive.

12.06F-If it is in a place we have control and the aggression continues, remove the post.

12.06G-If in a place we do not have control, appeal to who does. Make the comment. Wait.

12.06E-If the post remains hostile, ignore it.



12.07-Investigations

12.07A-An accusation is made

12.07B-Chairman assigns 2 members of the council to each side. One for the accused, one for the accuser. IF there are more than 2 people involved in an accusation, then more advocates will be assigned. This is assuming there is only one party on each side (an accuser and an accused)

12.07C-The Board Advocates will be allowed two weeks to gather evidence for each side, as well as create an appropriate defense for each party. They will have to remain neutral throughout the process, if an advocate is seen to be biased, they can be removed from the investigation and the process be restarted, with a new advocate assigned.

12.07D-Board will also (outside of the advocates) gather its own evidence to be presented at the Trial (see 12.08).

12.07E-An interview between the Board Advocate and each side, individually. Then at a separate time, the Board Advocates will request a formal hearing with all board members and the parties involved.



12.08-Trial Protocols

12.08A-The Trial will be conducted in private message, in a separate window, outside of The Board Chat. All parties involved will be brought into the chat. One person will be assigned as the Trial Judge. The Judge will ask for evidence to be presented.

12.08B-Both Sides will present their case

12.08C-If witnesses are called, they will be allowed to provide evidence

12.08D-Then the remaining council, who will be like the jury will vote

12.08E-Once the vote has been made the judge will present the verdict.



12.09-Trial Appeals (applies to 12.08 only)

12.09A-An appeal may be made, but there is no guarantee that the verdict will be overturned. An appeal shall be conducted in the same manner as The Trial (see above)

12.09B-But new evidence or witnesses may be presented and further details can be given to support the reason for the appeal

12.09C-The verdict at appeal is final and cannot be overturned.

12.09D-Investigations are permitted a single appeal!

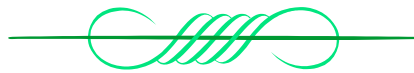


12.10-Statements during Investigation

12.10A-No Board Member, Advocate or other shall make any statements about any investigation.

12.10B-Instead the statement issued by PR shall follow the protocols for PR, set out above, with a single statement of: "TAC is currently investigating the matter, and we will make no further comment until we feel comfortable that we have gotten to the bottom of the issue. We will not be debating, or discussing internal issues at this time. All parties that are involved will be contacted, and made aware via private means. More information will be released by The Board at an appropriate time."

12.10C-IF any party is caught revealing private information they shall be dealt with severely. All information is to be kept private. If anyone is caught, they will be immediately banned and any investigation will automatically stop, and a verdict will be issued without Trial. The parties or person/persons who revealed the information shall be removed from The Council and T.A.C.

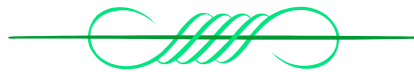


12.11-Voting Protocol

12.11A-IF no one is available to vote on urgent matters and ONLY if a serious violation has occurred, The Board member on duty that day shall temporarily banish the offender and get proof (via screenshot) of why the ban occurred until such time as the Council can meet to vote.

12.11B-IF once online, The **Board** disagrees with the ban it shall be overturned, if they agree to the ban, the offender shall be informed of the ban.

12.11C-A vote must be a majority of votes consisting of at least 2/3 votes from The Tribunal and a vote of at least 5/9 from The Board.

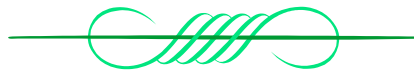


12.12-Profile Guidelines

12.12A-No one shall add any member to TAC who has obvious racist content, be it pictures, posts or known associates on their profile.

12.12B-No one with a FAKE looking profiles. Fake profiles usually contain what appears to be tons of selfies of what appears to be 'models', lots of 'picture' posts with little content, content that seems like an ad or spam or just looks 'fake'.

12.11C-The rule of IF you are not sure asking...applies! If a council member is not sure if a profile is 'okay' ask The Chairman right away...or leave it for the next duty officer or Chairman



12.13-Post Guidelines

12.13A-Does not just contain pics. please don't constantly allow pics. Be selective, and allow in pics that follow the outline above.

12.13B-Make sure the comment is not political at all. no posts about politics, the government, army or anything that is considered political

12.13C- The The Asatru Community does not condone illegal activity or referring to illegal activity

12.13D-IF it contains information about another group on Facebook or off, the group should not be in opposition to the goals of TAC and should not be 'directly' or indirectly in competition with TAC either financially or otherwise

12.14E-Businesses must have been approved to post by The Council. If a business needs to post content to TAC please have it checked to ensure the business is not in opposition or conflict with TAC.

12.15F-Again the rule of use common sense applies. If you see something that you are NOT sure of...ask!



12.16: Protocol for Ideas/Proposals

12.16A-Any and all ideas must be approved by the council. If you wish to propose an idea, please do so, in fact we encourage you too!

12.16B-After a proposal is made, The Council will vote on whether to adopt the idea or not depending on what it is.

12.16C-If successful, the idea/proposal will be added to the project roster and the person who proposed it can continue to develop it. We encourage all of you to develop ideas that work for TAC.

12.16D-The only request is that if the proposal involves using the website, a discussion with the CEO occurs so that we can make sure it will work, or install the right plugins in order to make it work.

12.16E-Members can form groups to collaborate on ideas and develop them as needed.

Article XIII: Suspension, Revocation, Resignations, Cancellations

13.01-Charter Members

13.01A- Charter member may have their membership **suspended or revoked** if they violate any parts of the Internet Code of Conduct or Standard Code of Conduct.

13.01B- A charter member may also **cancel their membership** as a charter member as long as they inform The Asatru Community at least 30 days in advance via email.

13.01C- A suspension of membership may be overturned by appeal (see **Article XI: Appeals**). Notification of suspension must be provided to the charter member no later than 10 days prior to the suspension via email.

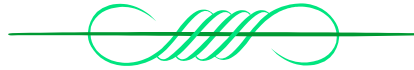


13.02-The Tribunal

13.02A-The President, VP, Chairman may have their positions suspended or revoked if they violate any parts of the Internet Code of Conduct or Standard Code of Conduct or are caught in illegal or illicit activity.

13.02B-If a member of The Tribunal are suspended or have their positions revoked, a member from The Board may take over until such time as a new person can be elected to take on the position.

13.02C- If a member of The Tribunal wishes to voluntarily leave their position, they must allow for a reasonable time to ensure someone is found to take the position on. They must also hand over any passwords, accounts and other information needed for the new person to assume the job.

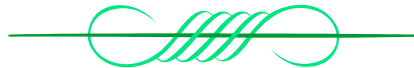


13.03-Empty Seats

IF any seat on **The Tribunal** is ‘empty’, then the Founder will take on that seat until such time as a suitable candidate can be found. In this case, The Founder holds **two votes** instead of the single vote standard.

Article XIV: An Outline of our Beliefs

14.01-Overview: Although TAC is itself a heathen organization, we do not enforce or push any specific belief on those who attend or join.



14.02A-Our specific beliefs include and encompass

14.02(A)-Acceptance of the gods included in the Nordic Pantheon, which include, but are not limited to: Odin, Thor, Freyja and Freyr.

14.02(B)-We define ourselves as heathen and being ‘true to the gods/goddess etc of the Nordic pantheon’ although our application of said path is our own, and may be varied from other paths following the same faith.

14.02(C)-Our beliefs do not infringe on the rights of those who join to freely assemble, to conduct themselves according to their own conscious as long as they abide by the Codes of Conduct outlined within.

These By Laws were ratified on the 18th of May in the year 2015 by approval of The Tribunal