

T3WD By-Laws (Revised September 2010)

Section 1. Purpose and Intent

Section 1.01 The official name is designated as "This Thing That We Do". It is hereinafter referred to as T3WD.

Section 1.02 T3WD is a not-for-profit social organization dedicated to providing education, support and a social network for its Members in a safe, responsible and discretion-conscious environment.

Section 1.03 T3WD pledges to support the creed: "Safe, Sane and Consensual".

Section 1.04 T3WD does not participate in political activism as an organization, but may support other organizations that have political goals.

Section 1.05 T3WD does not condone, suggest, or endorse any activity that is illegal or non-consensual.

Section 1.06 T3WD is NOT a "sex" or "swingers club" and we do NOT make personal referrals.

Section 2. Officers

Section 2.01 Responsibilities of the Board of Directors

- (a) The Board of Directors shall hold the responsibility of guiding, directing, and representing T3WD in the pursuit of it's mission, and as such, is empowered to make all decisions necessary for the operation of T3WD, except those specifically reserved by the Membership as a whole. (See Section 3)
- (b) The Board may create committees, either standing or temporary, and appoint Members to those committees, as it deems appropriate and necessary to the operation of T3WD.
- (c) The Board may bring any item to the Membership as a whole for a vote (see Section 3.5) or discussion that it deems necessary or appropriate.
- (d) The Board is authorized to make expenditures up to, and no more than four hundred ninety-nine dollars and ninety-nine cents (\$499.99). Expenditures of five hundred dollars (\$500.00) or more must be authorized by the Members.
- (e) The Board is responsible for the running and maintenance of the T3WD and T3WD_Announce mail lists. The President or President's designee shall be the "owner" of the lists. The other Board members, and other members as appointed, shall be co-moderators of the lists.
- (f) The Board may declare meetings (See Section 7) to be "Closed" or "Open". Closed events are "Members Only", and only current, valid Members will be eligible to attend. Open events may be attended by Guests (See Section 5) and others at the discretion of the Board.

Section 2.02 Organization of the Board of Directors

- (a) The Board of Directors shall be made up of several elected officers, and one non-elected Board Member. There shall be five (5) standing Officers, with one (1) Member-at-Large elected for every twenty five (25) Full Members.
- (b) The standing Officers shall be: President, Vice President, Secretary, Treasurer, Sergeant-At-Arms.
- (c) The Board shall have one (1) non-elected Officer, President Emeritus. The President Emeritus, not being an elected position, shall not be a voting member of the Board.
- (d) Each elected Board member shall have an equal vote on the board.
- (e) Should the number of Members-At-Large create an even number of voting officers; the President shall abstain from voting, except to break a tie vote.

Section 2.02.01 Duties of the President The President shall:

- (a) Call and conduct all T3WD meetings, both general and executive.
- (b) Act as a responsible representative for T3WD.
- (c) Appoint members to various committees, other than the Board of Directors, with the approval of the

T3WD By-Laws (Revised September 2010)

Board of Directors.

- (d) Serve as delegate to any conferences open to T3WD.
- (e) Maintain physical custody of all T3WD assets (e.g.; toys, furniture/play stations), or designate someone to act as Property Custodian.
- (f) Act on behalf of the Board regarding time critical decisions. The Board must be notified in a timely manner, in no case shall more than twenty four (24) hours pass before notification of the incident/decision is made. The Board may, upon due consideration, override the President's decision.

Section 2.02.02 Duties of the Vice President. The Vice President shall:

- (a) Assist the President in his or her duties.
- (b) Assume the duties of the President in the absence, incapacitation, or demise of the President.
- (c) Serve as Orientation Coordinator.
- (d) Provide access to the Constitution and Bylaws to all Full and Associate Members.

Section 2.02.03 Duties of the Secretary. The Secretary shall:

- (a) Record the minutes of meetings, including board, munches and demos.
- (b) Provide minutes of previous meetings for all members at the next meeting.
- (c) Conduct the correspondence of, and for, T3WD.
- (d) Maintain a current list of recognized organizations that T3WD has reciprocal agreements with.
- (e) Maintain records of disciplinary actions taken by the board.
- (f) Maintain records of munch and demo attendance.
- (g) Make available a list of members eligible to vote (see Section 3.5.2) and hold office (see Section 2.03) to meetings where they may be needed.

Section 2.02.04 Duties of the Treasurer. The Treasurer shall:

- (a) Collect all membership dues, and all other revenues and deposit them in the T3WD account.
- (b) Disburse funds as approved by the Board of Directors or the general membership.
- (c) Maintain proper financial records, and give a detailed report at each Board Meeting.
- (d) Notify the Board of Directors of any delinquent dues of members.
- (e) Prepare an annual financial report to be presented to the new Board of Directors at the Executive Meeting each September.

Section 2.02.05 Duties of the Sergeant-at-Arms. The Sergeant-at-Arms shall:

- (a) Maintain order during all meetings and T3WD functions.
- (b) Serve as Parliamentarian, being familiar with the Constitution, Bylaws, and Roberts Rules of Order.
- (c) Assist the Vice President with the orientation of prospective members.

Section 2.02.06 Duties of the Member(s)-at-Large.

- (a) Serve on the Board of Directors as liaison for the general membership.
- (b) Advise the Board on issues pertinent to the Membership.

Section 2.02.07 Duties of the President Emeritus.

Upon the President's completion of their last elected term in office, in good standing, they will become the President Emeritus. This is to insure that there is at least some continuity and familiarity with the executive process between terms of office. The President Emeritus:

- (a) serves in an advisory capacity only.
- (b) has no voting privilege on the Board beyond that of a regular Member.
- (c) acts as a Goodwill Ambassador for T3WD to other groups in the area.
- (d) serves until the current elected President completes their term in good standing, at which time the outgoing President will become the serving President Emeritus.

Section 2.02.08 Terms of Office

- (a) The term of office will be for one (1) year, serving September through the following August.

T3WD By-Laws (Revised September 2010)

- (b) The President may be elected to no more than two (2) full consecutive terms, unless there is at least one (1) full year separating terms of office as President.

Section 2.02.09 Appointment of Deputies

An elected officer (except the President) who, because of exceptional circumstances, is unable to attend a general or executive meeting, may appoint another Full Member to act in their behalf, as their Deputy. This Deputy may serve in this office for no more than three (3) months. If the Elected officer can not return to the office after three (3) consecutive months, the officer will notify the board and a special election will be held to fill that vacant office after the President notifies the members.

Section 2.03 Requirements for Eligibility for Board Members

- (a) Must be a Full Member. (See Section 4)
- (b) The member must not be on any disciplinary action(s) at time of election.
- (c) Standing officers (see section 2.02) must have attended more than one-half (1/2) of T3WD munches and demos held in the twelve (12) months prior to the nomination to an office.
- (d) Members-At-Large (see section 2.02.06) must have attended more than one-third (1/3) of T3WD munches and demos held in the twelve (12) months prior to the nomination to an office.

Section 2.04 Elections to the Board of Directors

- (a) Members wishing to nominate themselves for a Board position must notify the board members before or at the July munch. Nominations from the floor will be accepted at the July munch.
- (b) Standing officers shall be elected by a majority vote (see section 3.5.1) of eligible voters (see Section 3.5.2).
- (c) Members-At-Large shall be elected by a plurality vote (see section 3.5.1) of eligible voters (see Section 3.5.2).
- (d) Members must be present to vote.
- (e) No electronic voting, i.e.; by e-mail, fax, or web survey is allowed.

Section 2.05 In the case of a vacancy on the Board, except for the President Emeritus, during the term year, the Board shall conduct a special election to fill the remainder of the term.

Section 2.06 Impeachment of Board members.

- (a) A Board member may be impeached for a willful violation of the constitution or bylaws or inappropriate use of their power as a Board member.
- (b) A signed, written complaint of misconduct shall be sent to one (1) of the five (5) standing Officers within one (1) week of the incident. The complaint should detail the nature of the infraction, the location, time and date, and any witnesses, details, evidence that is relevant to the incident.
- (c) Emailed or anonymous complaints will not be accepted.
- (d) The Board shall form a judicial committee of three (3) Members within two (2) weeks of the voting Officer receiving the complaint. This committee shall be composed of one (1) member selected by the accused, one (1) selected by the accuser, and chaired by a third selected by the first two (2).
- (e) The committee shall investigate the allegation, including but not limited to, interviewing all parties involved in the complaint and any witnesses.
- (f) If just cause is found by the committee, the findings shall be presented to the membership as a whole, by the committee, at the next available munch, for a vote (see Section 3.5).
- (g) The committee shall post notification of the impending impeachment vote on the T3WD email list as soon as just cause is determined.
- (h) A two-thirds (2/3) majority vote (see Section 3.5.1) is required for impeachment.
- (i) If found guilty, the member shall be removed from office and/or any other disciplinary actions as deemed necessary.

Section 2.07 T3WD Board members are not bestowed any special considerations. (e.g.; Board members shall have the same yearly membership dues and social entry fees, if any, as other Members)

T3WD By-Laws (Revised September 2010)

Section 3. Powers Reserved For the Membership As a Whole

Section 3.01 Adoption and amendment of the Constitution. (two-thirds (2/3) majority vote, see Section 3.5.1)

Section 3.01.01 Ratification of Amendments to the Bylaws, Social Rules, Discretion Policy and Etiquette Statement. (majority vote, see Section 3.5.1)

Section 3.02 Election of Board members. (majority vote, see Section 3.5.1)

Section 3.03 Set or change the yearly and/or monthly dues. (majority vote, see Section 3.5.1)

Section 3.04 Approval of expenditures of five hundred dollars (\$500) or more. (majority vote, see Section 3.5.1)

Section 3.05 Vote on Member expulsion and Board Member impeachment. (two-thirds (2/3) majority vote, see Section 3.5.1)

Section 3.06 Authorization of T3WD to form an official relationship with another group. (two-thirds (2/3) majority vote, see Section 3.5.1)

Section 3.07 Ratification of the Dissolution of T3WD (See Section 13) (two-thirds (2/3) majority vote, see Section 3.5.1)

Section 3.5. Voting

Section 3.5.1 Definitions

- (a) A plurality is defined as a total number of votes received greater than that of the other options, but possibly less than one-half (1/2) of the total votes cast.
- (b) A majority is defined as a total number of votes received greater than one-half (1/2) of the total votes cast.
- (c) A two-thirds (2/3) majority is defined as a total number of votes received greater than two-thirds (2/3) of the total votes cast.
- (d) A quorum is the required minimum number of members present at a meeting to allow a valid vote to take place. Within T3WD this is a minimum of six (6) non-board members.

Section 3.5.2 Voting Eligibility

- (a) Only full members of T3WD are permitted to vote. (see section 4)
- (b) The member must not be on probation.

Section 3.5.3 Election procedure

- (a) The board, or its representative, will verify which members are eligible to vote prior to a vote being taken. (see section 3.5.2)
- (b) Each member eligible to vote shall receive one (1) vote.
- (c) The options for the vote will be listed orally prior to the discussion period.
- (d) The floor will be opened to discussion of the options prior to the vote being taken.
- (e) When all discussion is complete votes will be cast and counted, the results of the vote and vote counts will be announced.
- (f) If the votes were cast on ballots, they will be kept by the secretary until the next meeting after which time they will be destroyed.
- (g) For election of the board, voting will be done in the order the offices are listed in section 2.02(b) with members at large being voted on last.
- (h) If a majority vote is called for and no majority vote occurs, the two (2) options receiving the most

T3WD By-Laws (Revised September 2010)

votes will be voted on in a runoff. If there is still no majority, runoffs will continue until a majority vote occurs.

Section 4. Membership

Section 4.00 Non-Discrimination Policy

Membership will not be restricted on the basis of sex, sexual or gender identification, physical impairment, race or religion, social or economic status, language, culture, or nation of origin. Restrictions on the basis of age may be made until a prospective member has reached the age of eighteen (18) years.

Section 4.01 Requirements of Membership

Membership in T3WD shall consist of a multi-tier ladder of rights and privileges, based upon several factors. The categories of Membership are: Full, Associate, and Honorary, and Subscribership.

Section 4.01.01 Full Membership is accorded to those members of T3WD who meet the following criteria:

- (a) Must meet the criteria for Associate Membership. (see section 4.01.02)
- (b) Must have attended more than one third (1/3) of T3WD munches and demos in the last twelve (12) months.

Section 4.01.02 Associate Membership is accorded to those members of T3WD who meet the following criteria:

- (a) Must have attended T3WD orientation and signed the T3WD waiver form. People who were members prior to the adoption of the bylaws are exempt from this requirement.
- (b) Must be at least eighteen (18) years of age. (verified by photo ID at orientation)
- (c) Annual dues, if adopted (prorated monthly), must be current.
- (d) Must have attended a total of two (2) or more T3WD munches and/or T3WD demos.

Section 4.01.03 Honorary Membership is accorded to those who, in the eyes of the Board of Directors, have made significant and lasting contributions to T3WD as a whole. The Honorary Membership may also be bestowed upon those who, in the eyes of the Board of Directors, have made significant and lasting contributions to the BDSM Lifestyle as whole, in recognition of their contributions to the Community.

Section 4.01.04 Subscribership is accorded to everyone who subscribes to the T3WD email list.

Section 4.02 Membership information is considered extremely confidential and is to only be used on a need-to-know basis. (e.g.; The Board members involved with Member records, dues, newsletter mailings or medical emergencies).

Section 4.03 Subscriberships will be subject to a periodic purge of inactive members.

Section 4.04 Benefits of Membership

- (a) All Members will be issued a membership card that identifies them as a Member of T3WD. Those members who are Subscribers only will not be issued a Membership card.
- (b) Any Full or Associate Member may attend all functions sponsored by T3WD. If fees are required for a specific event, the Member shall be allowed to pay for the event at the T3WD Member rate. Guests will pay full rate.
- (c) Only full members may vote, depending on eligibility. (see section 3.5.2)
- (d) Only full members may hold office, depending on eligibility. (see section 2.03)
- (e) Other benefits as they are developed by the Board of Directors (i.e.; discounts with merchants).

Section 4.05 Disciplinary Procedures

T3WD By-Laws (Revised September 2010)

Section 4.05.01 Grounds for Disciplinary Actions

Any Member who violates the Constitution, the Bylaws, Discretion Policy/Privacy Statement or Social Rules (See Sections 9, 10, and 11) is subject to disciplinary action.

Section 4.05.02 Making a Complaint

- (a) Any Member who observes a violation of the Constitution, the Bylaws, Discretion Policy/Privacy Statement or Social Rules should bring it to the attention of the Sergeant-At-Arms if the SAA is present at the time of the incident, or any other Board Member. If it is a violation that occurs at a T3WD party bring it to the attention of one of the Dungeon Monitors (DMs) or the Host/ess of the event.
- (b) If the complaint is lodged after an event, it should be made in writing to the Sergeant-At-Arms or President within one (1) month of the incident. The complaint should detail the nature of the infraction, the location, time and date, and any witnesses, details, evidence that is relevant to the incident.
- (c) Anonymous complaints will NOT be accepted.

Section 4.05.03 Investigation of a Complaint

Upon receipt of a complaint, the SAA or DM (if at a T3WD party), or other Board Member if the SAA or DM is not present will:

- (a) immediately investigate if the violation is in progress.
- (b) If still in progress, the SAA or DM will discretely intervene to stop the infraction and to prevent accident or injury.
- (c) Minor infractions (e.g.; Rules of Etiquette) will be dealt with by the SAA, DM or Board Member. Violations that are serious but not threatening may be reviewed by the Board by the Board of Directors at the next executive meeting.
- (d) Violations that are serious but not threatening can include, but are not limited to: minor physical or mental harm or non-consensual assault.
- (e) Violations that are of a threatening nature can include, but are not limited to: a risk of great bodily harm, violation of the Discretion Policy, or non-consensual battery.
- (f) The SAA or President will convene a Disciplinary Committee within two weeks to investigate the complaint.

Section 4.05.04 The Disciplinary Committee shall be formed of three (3) Members:

- (a) One (1) selected by the person accused of the infraction.
- (b) One (1) selected by the person making the accusation.
- (c) Chaired by the Sergeant-At-Arms
- (d) In the event that the Sergeant-At-Arms is presented with a conflict of interest (i.e.; emotional, professional or close association with one of the parties), or is one of the involved parties, the Committee will be chaired by a third Member agreed to by (a) and (b).

Section 4.05.05 Disciplinary Hearing

Once formed, the Disciplinary Committee will conduct an informal hearing to interview all witnesses and parties involved to review any evidence to be presented. All interviews shall be completed by the end of two (2) weeks after the committee is formed. Upon completion of the hearing the Committee will present its findings to the Board of Directors for possible Disciplinary Action.

Section 4.05.06 Disciplinary Actions

T3WD recognizes the need to maintain order and discipline as a group. Therefore, the following disciplinary actions may be taken by the board to correct conduct that is inappropriate or dangerous to individual members or T3WD as an organization.

- (a) Remedial instruction. This will be done to correct any infractions that occur because of misunderstandings or simply not knowing how to do something.
- (b) Oral Counseling. This will be done to correct attitudes or behaviors that are discriminatory or

T3WD By-Laws (Revised September 2010)

inflammatory.

- (c) Written Reprimand. This will be done for more serious violations or repeated offenses. It will document the nature of the infraction, the ensuing course of action to correct the infraction, and the ensuing penalty for any additional infractions.
- (d) Probation. The Member will be put on notice that any further infractions within the probationary period may lead to suspension, revocation, or expulsion.
- (e) Suspension. Will take place immediately upon finding an infraction that poses great risk of injury to a Member or Guest, or a major violation of the Privacy Statement. The suspension period will be for no less than one (1) month, nor greater than six (6) months.
- (f) Revocation. In the event that there is a repeated violation serious enough to warrant a suspension, a Revocation of Membership for one (1) year from the time of judgment may be imposed.
- (g) Documentation of Disciplinary Actions will be kept secure and confidential by the Board. One (1) year following any disciplinary action except expulsion, the documentation of action will be destroyed. An expulsion notice will be kept permanently by the Board.

Section 4.05.07 Expulsion of a Member

- (a) Expulsion shall be treated as a disciplinary act of last resort.
- (b) Expulsions will be reserved for a willful, flagrant or ongoing violations of the T3WD Constitution, Bylaws, Social Rules, or Discretion Policy.
- (c) The Board shall document the violations, if not done already and all attempts at remediation.
- (d) The Board will bring the details of the situation to the Membership as a whole, for the purpose of an expulsion vote. Any Board member directly involved will not vote in this instance.
- (e) Once the Board has decided expulsion is warranted, the President will post notification of the expulsion vote on the T3WD email list one month prior to the vote.
- (f) Expulsion requires a two-thirds (2/3) majority vote (see Section 3.5.1) of all members present.
- (g) Expulsion shall be permanent.

Section 4.06 Grievance Policy

A request for a grievance hearing may be requested for any actions brought against a member for disciplinary reasons or for any decision of the board or membership that normal discussion and debate fails to rectify in the member's opinion. The request for a grievance hearing will be handled in the following manner:

- (a) The grievance shall be brought before the board, in writing, after all other means of solving the grievance have been exhausted.
- (b) The grievance shall be heard at the next board meeting or sooner as conditions warrant.
- (c) The grievance shall be heard by a panel of nine (9) members consisting of:
 - i. the five (5) standing officers,
 - ii. two (2) members selected by the member making the grievance,
 - iii. two (2) members selected by the board.
 - iv. Upon completion of the grievance hearing, a vote will be taken by all nine (9) members of the grievance hearing panel. The President shall not vote except to break a tie.

Section 5. Guests of Members

Section 5.01 Members may bring guests to T3WD events. However, the following rules shall apply:

- (a) Each Member may bring up to two (2) guests to a particular event. Space limitations may reduce this number.
- (b) The Member is directly responsible for the behavior of their guest(s) and the guest's adherence to T3WD rules. Violations committed by the guest can lead to disciplinary actions to the sponsoring Member. (See Section 4.05)
- (c) Guests must be at least eighteen (18) years of age. Photo ID may be required for verification of age. If attending a T3WD party, demonstration, or other Members Only event, Guest(s) shall read and sign the Social Rules and liability waiver.

T3WD By-Laws (Revised September 2010)

Section 5.02 Exceptions to the two (2) guest rule may possibly be made on a case-by-case basis by the Board of Directors in advance of the event. A Member wishing to bring more than two (2) guests should contact a Board Member as soon as practical once it is know that more than two (2) guests are desired.

Section 5.03 Guests have the following fees imposed upon them for T3WD events:

- (a) Meetings / Workshops – five dollars (\$5) over any fee for Members, or as determined by the Board for that event.
- (b) Parties – ten dollars (\$10) over any fee for Members.

Section 5.04 – Reciprocity

T3WD, in the spirit of community, cooperation, and education for all persons interested in learning more about the BDSM, Leather, and other alternative lifestyles, may open it's events to members of recognized local, state, regional and national BDSM, Leather, or other alternative lifestyle organizations. T3WD will extend this courtesy to organizations that will reciprocate in kind. This reciprocal courtesy will be extended to:

- (a) Persons wishing to become members of T3WD after relocating to our area. The person wishing to become a member of T3WD must have been a member in good standing of the reciprocating organization, verifiable by membership card or through contact with the board or a leader of the reciprocal organization. Orientation may be waived in this instance.
- (b) Members of reciprocal organizations wishing to attend T3WD events. Members of reciprocal organizations will be charged T3WD member rates for the event. Members of reciprocal organizations must identify themselves as such when RSVPing for T3WD events. Their membership in a reciprocal organization will be verifiable by membership card or through contact with the board or a leader of the reciprocal organization.
- (c) Members of organizations that do not have a formal reciprocal agreement with T3WD, at the discretion of the T3WD Board.
- (d) The secretary of T3WD, or their designee, will maintain a current list of recognized organizations that we have reciprocal agreements with. This list of reciprocal groups will be provided to the Events Coordinator in order to determine the eligibility of persons not currently members of T3WD to attend our events.

Section 5.05 Prospective Members are considered guests of the Board for their first Munch, and shall not be required to pay dues (if applicable) for their first Munch only.

Section 6. Orientations

Section 6.01 Orientations shall be conducted by the Vice President or the Sergeant at Arms or a designee. Orientations are, by definition and design, Open meetings.

Section 6.02 Orientations shall include, at a minimum:

- (a) Overview of the Bylaws,
- (b) Discussion of scene etiquette,
- (c) Discussion of privacy, discretion, and respect issues,
- (d) What to expect, and what not to expect at T3WD events.

Section 6.03 A Membership packet shall be given to prospective members at the orientation. This packet will include:

- (a) Access to the Constitution and Bylaws,
- (b) Waiver,
- (c) T3WD contact information if the prospective Members decide to attend a meeting.
- (d) Other relevant orientation information.

T3WD By-Laws (Revised September 2010)

Section 6.04 The Board member will require a photo ID be shown at the orientation to verify that the attendee is eighteen (18) years of age or older.

- (a) The Board member will have the prospective member sign the waiver.
- (b) The list of prospective members will be given to the secretary.

Section 6.05 The Board member shall present T3WD in a positive light and be non-judgmental of the attendee(s).

Section 7. Meetings

Section 7.01 T3WD will conduct several different kinds of meetings during the year. These meetings may be (but are not limited to:

- (a) Orientations (See Section 6)
- (b) Munches
- (c) Board Meetings, including executive meetings
- (d) Social Events
- (e) Parties
- (f) Special Interest Groups (SIG's)
- (g) Demonstrations and Workshops

Section 7.02 Munches will be held monthly at a regularly scheduled day and time. The Munch is currently scheduled for every third Thursday of the month at the designated time in the RSVP response.

- (a) Munches are open to all Members to attend but the locations of the munch will only be announced to those who RSVP to attend.
- (b) Prospective Members may attend a Munch only after they have attended an orientation. (See Section 6)
- (c) Munches shall consist of a business segment as needed, a demo/discussion or workshop segment, and a social segment.

Section 7.03 There will be at least one Board Meeting per quarter, and more often as time and needs dictate.

- (a) Board meetings will take place according to a simplified version of Roberts Rules of Order.
- (b) Board meetings will be announced one month in advance on the T3WD list.
- (c) Members are encouraged to attend Board meetings. However, because of limited space, members wishing to attend a board meeting will need to RSVP and they will be limited to a first come, first served basis.
- (d) Board Meetings that are closed to members, such as those held for disciplinary reasons, will be designated Executive Meetings, and will take place on an as-needed basis.

Section 7.04 Social Events and Special Interest Groups

Members may organize Social Events such as bowling, picnics, movie nights, bar hopping, etc., or SIG's. Events such as this may be sponsored by the Group as a whole, or by a single member who will be the Host/ess and contact person for the event. These are limited only by the imagination of the organizer(s).

Section 7.05 Parties

Parties are social events that may be specifically adult oriented and where open scening may be encouraged and/or expected to take place. Parties will be held in a private, secure venue and may be declared Open or Closed events if sponsored by T3WD. If sponsored by a Member, that member will be the Host/ess and will invite whom they wish and will be responsible for setting up any rules that are different from the club's. Conduct at T3WD parties will be guided by the rules established by the club (See Sections 9, 10, and 11)

T3WD By-Laws (Revised September 2010)

Section 7.06 Demonstrations/Workshops

As a supplement to the educational efforts of our munches, demonstrations and workshops on more advanced subjects may be scheduled. Demonstrations and workshops may be declared Open or Closed at the discretion of the Board.

Section 8. Member Voting Other than Elections

Section 8.01 Advance Notice

(a) Items up for Member vote shall be announced at least one (1) month in advance both at the meeting prior and in the mail list.

Section 8.02 Eligibility (see section 3.5.2)

Section 9. Discretion Policy / Privacy Statement

Section 9.01 T3WD understands and embraces its' obligation to safeguard Member's privacy to the very best of its' ability. With this in mind the following procedures are established:

- (a) Willful disclosure of a Member's identity without express permission from that Member may be grounds for disciplinary action, up to and including expulsion. (See Section 4.05)
- (b) Member applications are considered extremely confidential. The information contained therein shall only be shared with Board of Director members, and only then on a need-to-know basis.
 - i. A Member may elect to provide scene name, during the Member application process, which will be used to reference them in the T3WD mail list.
- (c) Cameras, tape recorders, or any other types of recording devices are NEVER allowed at any T3WD sponsored event without the expressed permission of the Board of Directors. Making any kind of visual or auditory recording of another member without that member's expressed verbal, or preferably written, consent is grounds for disciplinary action. (See Section 4.05)

Section 9.02 Discretion is absolutely necessary. Some members' family, friends and/or jobs may be threatened if their lifestyle were known. We expect people's privacy and identities to be protected. Being mindful of discretion is required.

Section 9.03 Don't give out someone else's personal information (name, address, phone number, occupation, etc.). It is not yours to give out.

Section 9.04 Nothing in this section is meant to abridge or discourage anyone from seeking criminal or civil remedies if they are the victim of abuse or other crime. If a Member has committed a criminal action, the victim is encouraged to seek any and all legal means of redress. However, if the criminal act is not connected to any T3WD sponsored event, breaking this policy by involving the Group as a whole, or other members individually, will be subject to disciplinary action. (See Section 4.05)

Section 10. Etiquette Statement

Section 10.01 T3WD recognizes that "Party Etiquette" is dynamic and personal. It differs depending on the individual and the situation. T3WD hereby adopts and promotes the practice of "Party Etiquette" which fosters courtesy and respect among individuals within the community. Being mindful of "Party Etiquette" is strongly encouraged.

Section 10.02 Willful and ongoing disrespect of other Members or T3WD will be grounds for discipline. (See Section 4.05)

Section 11. Social Rules (These apply to all T3WD sponsored events)

T3WD By-Laws (Revised September 2010)

Section 11.01 All activities shall be consensual.

Section 11.02 All T3WD sponsored parties must have at least one Dungeon Monitor (DM), appointed by the Board, on duty at all times.

- (a) The DM shall not be encumbered with any other duties that may distract them from the role of DM.
- (b) The DM will have access to all areas during an event.
- (c) All concerns should be brought to the attention of the DM. Only a DM may interrupt a session.
- (d) The decisions made by the DM are final.

Section 11.03 Alcohol and Drugs

Section 11.03.01 Since alcohol and drugs impair judgment and effect motor control in the human body, altering reaction time and perception, T3WD finds that use of alcohol and very many legal over-the-counter and prescription drugs are counter to the first leg of our creed: "SAFE". Therefore, we adopt the following policy for alcohol and drug use.

- (a) No alcohol for human consumption will be provided by T3WD at any T3WD sponsored events. (This does NOT refer to rubbing or isopropyl alcohol!).
- (b) No alcohol consumption will be permitted on site by those Members or Guests prior to engaging in a session. A Member or Guest who has been drinking before arriving on site may have their play privilege put on hold by the DM or Host/ess until they feel the Member or Guest is sober enough to give informed consent and play with a clear head.
- (c) If you are using prescription or OTC drugs with drowsiness warnings, or mood altering properties, inform the DM or Host/ess. They will judge your state prior to the start of your session.

Section 11.03.02 No illegal substances of any kind are allowed on the premises of any T3WD sponsored event. Possession or use of any illegal drugs at a T3WD event is cause for immediate ejection from the event without a refund, and will be grounds for disciplinary action including expulsion. (See Section 4.05)

Section 11.04 Firearms and firearm replicas are prohibited at all T3WD events. Law Enforcement Officers only, are exempt from this rule.

Section 11.05 All attendees must present proof of membership for admission, or be a guest of a member.

Section 11.06 Prostitution, solicitation, and negotiation of compensation for sexual services ARE ILLEGAL and are not tolerated. Violations shall result in immediate removal and banning from future events. Scene professionals may not accept payment for any services rendered at a T3WD sponsored event.

Section 11.07 Normal scene etiquette is required (i.e.; Do not interfere with a scene; do not invade scene space, etc.). Please keep conversation, laughter and comments to a minimum in the play area. Do not monopolize the equipment. Do NOT join a scene unless specifically asked to do so! (See Section 10.02)

Basic Scene Etiquette

- (a) Do not interrupt a scene in progress with questions or comments. Wait until the scene is finished and preferably wait through the aftercare.
- (b) If speaking with others watching a scene do so quietly or step away from the scene.
- (c) Don't laugh in a play space. There is nothing quite so jarring to someone's headspace as laughter. This can and often does bring a scene to a screeching halt. If you have to tell a joke or listen to one, step away. You might not be laughing at those in the scene, but they have no way of knowing that.
- (d) Respect the scene's physical space. Some items need a lot of room to use. If you enter the scene's space, you deserve what happens to you.
- (e) Do not join a scene unless invited.
- (f) Do not be a station hog. Have fun but if you notice that others are waiting to use the station, please be considerate. There are only so many stations to be used.

T3WD By-Laws (Revised September 2010)

(g) Watch a scene the way you would like to be watched.

Section 11.08 Please clean up after your scene. Leave all equipment free of sweat, blood, other bodily fluids, wax, toys, etc. Bring bodily fluid concerns to the attention of the DM. Scenes involving bodily fluids need prior permission of the DM or Host/ess, unless a designated area has been set aside for those purposes.

Section 11.09 Additional "House Rules" may also apply, depending on location, Host/ess, and/or other circumstances.

Section 12. Disclaimer

Section 12.01 Neither the group, This Thing That We Do (T3WD), its Board of Directors, nor the management, owners, or operators of event space, nor any agents, successors or assigns of any of the foregoing shall be held liable to any attendee for injury to person or property incurred as a result of attendance at any T3WD event. Participants, by their attendance at a T3WD event, assume all risks of such attendance.

Section 13. Dissolution

Section 13.01 The Board of Directors, upon such occasion as it deems necessary, may elect to dissolve T3WD as an entity. Upon a unanimous decision by the Board, the Resolution of Dissolution will be presented to the Membership at the next possible Munch for a vote of Ratification of Dissolution. The Resolution of Dissolution will contain the name of a worthy charitable organization as named by the Membership during the vote to dissolve the organization. This charity will be the recipient of the final moneys (if any) of T3WD.

Section 13.02 Upon Ratification of the Dissolution, the President and Secretary will dispose of all T3WD assets by:

- (a) Donation of equipment in the group's possession to other recognized alternative lifestyle organizations that may find them useful.
- (b) If no organization can be found that wants the items, they may be sold for cash.
- (c) The President and Secretary will then turn over any monies generated to the Treasurer.
- (d) The Treasurer will close any and all bank accounts bearing T3WD's name.
- (e) All moneys will then be donated to charity(ies) named in the Resolution by the Membership (See Section 13.01)
- (f) All records will be destroyed.