

CONSTITUTION

ARTICLE I — NAME

Section 1. Title: “[adjective][species]” or “[a][s]”.

Section 2. Tagline: “The Furry World from the Inside Out”.

Section 3. Business Name: “[adjective][species], Ltd”.

ARTICLE II — PURPOSE

Section 1. Goals of the Organization: [adjective][species] aims to provide a grounds for the exploration of the furry subculture through:

1. non-fiction writing on the topic of the furry subculture,
2. The Furry Survey and the presentation of its results,
3. interaction with the furry subculture through convention panels, informative guides, other informative or promotional materials, and
4. interaction with the non-furry world at large through the above means.

ARTICLE III — MEMBERSHIP

Section 1. Active Members: All active members may vote or hold office. Active membership is open to:

- all authors that have contributed or pledged to contribute three articles or more to the [adjective][species] website, as well as
- any additional individuals who have requested membership and been voted in by existing members via email by a simple majority (half plus one).

Section 2. Membership Rules of Order: All members are encouraged to participate in business meetings as well as in comments on the [adjective][species] website, any [a][s] panels, and ancillary services such as the [a][s] Slack network and [a][s] Twitter. Members are also required to keep an open mind to the works of others, giving constructive criticism where applicable and praise where it is due.

[adjective][species] and its members are governed by this constitution and by the [adjective][species] Code of Conduct (Exhibit A) solely within the context of [a][s].

Section 3. Duties of Members: Members are required to do their best to attend business meetings, during which officers are elected and bylaws and amendments are voted on. No stipulations are placed on members regarding the production of content for [adjective][species] in any way.

Section 4. Dues: Dues are to be paid to the president once per year at the beginning of the fall semester. Dues will be determined based on the cost maintaining the [adjective][species] website and services.

Section 5. Disciplinary actions on Members: A member may be disciplined by the officers of the organization if:

1. they blatantly disregard the rules set forth in the constitution, and
2. continue to do so after being approached by any member, after which
3. a written notice of disciplinary action stipulating 7 days as the offending member's period of appeal, which gives the offending member
 - the opportunity to speak on their own behalf and
 - the right to appeal the disciplinary action by means of a hearing consisting of an officer, any members wishing to take part, and any victims or witnesses of/to the offense.

Disciplinary action will take the form of:

1. a temporary suspension of the ability to produce content for the [adjective][species] website lasting at least one month and no more than six months,
2. a temporary or permanent suspension of the ability to interact with ancillary services pertaining to [a][s] such as the Slack and the Twitter account, and
3. a probationary period lasting six months during which any violation of the rules of order or the code of conduct will result in removal.

Section 6. Removal of Members: A member may be removed from the organization if:

- they are disciplined as mentioned above three times within three years, or
- they violate the conditions of their disciplinary actions.

A member who has been removed will have content attributed to them sequestered from the [adjective][species] website and have their name removed from the list of members. Removal may be reversed and membership reinstated by a two-thirds vote of active membership.

Section 7. Withdrawal of Members: A member may withdraw from the organization of their own will at any time, and request that their works be sequestered and their name removed from the list of members. Members who withdrew on their own will may be reinstated at their request.

ARTICLE IV — OFFICERS

Section 1. Special Officers: President – Madison Scott-Clary (Makyo)

Section 2. Elected Officers: Editor (general) – Matt Healey (JM)

Section 3. Duties of Officers: It shall be the duties of the president to organize meetings, to call ahead to locations that require such for meetings that occur in person, and to maintain correspondence between the members of the organization and any outside entities that the organization is affiliated with at any point during its existence.

It shall be the duties of the president to accept dues payments, to adhere to any rules set forth in article VIII below, and to disburse money via the [adjective][species] account to any entity as needed and decided upon by the organization.

Section 4. Election of Officers: Officers are elected in the following way:

1. a member may volunteer or be nominated for a directorship, followed by

2. a second on on the nomination from another member, whereupon
3. the group will vote by email, where
4. a simple majority (half plus one) will decide the vote.

Section 5. Removal of Officers: An elected officer may be demoted within the organization to the level of member and disciplined as in Article III5 if:

1. they blatantly disregard the rules set forth in the constitution or blatantly neglects their duties to the detriment of the organization, and
2. continue to do so after being approached by any member, after which
3. a written notice of removal stipulating 7 days as the offending member's remaining time span in the organization, which gives the offending member
 - the opportunity to speak on their own behalf and
 - the right to appeal the removal by means of a hearing consisting of the entire organization.

Section 6. Withdrawal of Officers: An officer may withdraw their position as an officer and become a member or withdraw from the organization completely of their own free will at any time.

Section 7. Removal or Withdrawal of Special Officers: Special officers hold assets related to the organization including but not limited to servers, domain names, admin rights, and contacts. The removal or withdrawal process remains the same for elected officers, except that the disposition of the assets that they control will be decided upon the time of the officer's removal.

ARTICLE V — MEETINGS

Section 1. Business Meetings: Business meetings may be called at a time determined by an officer at least three days in advance so that the majority of members can attend with the requirement that at least one officer can be present.

Section 2. Executive Board Meetings: Executive board meetings shall not be held except in emergency situations.

ARTICLE VI — AMENDMENTS

This constitution may be amended at any regular business meeting of the organization by two-thirds vote of active membership, provided that the amendment has been submitted to the membership in writing at least one week prior to the business meeting.

ARTICLE VII — FINANCIAL STRUCTURE

It shall be the duty of the president to keep track of record keeping and required signatures for any transactions, as well as ensuring compliance with Colorado state law on appropriate use of funds.

ARTICLE VIII — BYLAWS

Section 1. Method of Amending Bylaws: Bylaws may be amended through a simple majority by way of an email vote provided that the amendment is brought before the members in writing and explained clearly by the member bringing the amendment before the organization.

Section 2. Dues Assessed: Dues are set at FIFTEEN US DOLLARS AND NO CENTS (\$15.00) for each fiscal year beginning April 1. In the instance of a member being unable to afford dues, they may either:

- spread the payment out over the course of the first six months of the fiscal year, or
- provide a written explanation for their exemption from dues to be kept on file.

I, Madison Scott-Clary, as president of this organization, sign my approval of this constitution below and date its acceptance.

AMENDMENTS

EXHIBITS

EXHIBIT A — The [adjective][species] Code of Conduct

Our Pledge

In the interest of fostering an open and welcoming environment, we as contributors and maintainers pledge to making participation in our project and our community a harassment-free experience for everyone, regardless of age, body size, disability, ethnicity, gender identity and expression, level of experience, nationality, personal appearance, race, religion, or sexual identity and orientation.

Our Standards

Examples of behavior that contributes to creating a positive environment include:

- Using welcoming and inclusive language
- Being respectful of differing viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for the community
- Showing empathy towards other community members

Examples of unacceptable behavior by participants include:

- The use of sexualized language or imagery and unwelcome sexual attention or advances
- Trolling, insulting/derogatory comments, and personal or political attacks
- Public or private harassment
- Publishing others private information, such as a physical or electronic address, without explicit permission
- Other conduct which could reasonably be considered inappropriate in a professional setting

Our Responsibilities

Project maintainers are responsible for clarifying the standards of acceptable behavior and are expected to take appropriate and fair corrective action in response to any instances of unacceptable behavior.

Project maintainers have the right and responsibility to remove, edit, or reject articles, comments, commits, code, wiki edits, issues, and other contributions that are not aligned to this Code of Conduct, or to ban temporarily or permanently any contributor for other behaviors that they deem inappropriate, threatening, offensive, or harmful.

Scope

This Code of Conduct applies both within project spaces including the [adjective][species] blog, all open-source [a][s] projects, the Love Sex Fur blog and guides, and the Furry Poll and

in public spaces when an individual is representing the project or its community. Examples of representing a project or community include using an official project e-mail address, posting via an official social media account, or acting as an appointed representative at an online or offline event such as a panel at a convention. Representation of a project may be further defined and clarified by project maintainers.

Enforcement

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported by contacting the project team at abuse@adjectivespecies.com. All complaints will be reviewed and investigated and will result in a response that is deemed necessary and appropriate to the circumstances. The project team is obligated to maintain confidentiality with regard to the reporter of an incident. Further details of specific enforcement policies may be posted separately.

Project maintainers who do not follow or enforce the Code of Conduct in good faith may face temporary or permanent repercussions as determined by other members of the projects leadership.

Attribution

This Code of Conduct is adapted from the Contributor Covenant, version 1.4, available at <http://contributor-covenant.org/version/1/4>