



The Healing Grove Community Kindred Code of Conduct 2021

The Healing Grove Community Kindred Statement on inclusivity and stance on hatred, racism and internet violations of human rights

01/21/2021

The Healing Grove Community Kindred is an all-inclusive organization focused on promoting religious, spiritual, and community aspects based on the influence of ancient Nordic, Icelandic, and Northern European culture. The Healing Grove Community Kindred does not reject other paths, nor do we require any members to follow any specific path. The Healing Grove Community Kindred recognizes the individualistic nature of all spiritual paths, thus embracing our diversity and welcoming the many different perspectives our members bring to the community.

The Healing Grove Community Kindred actively rejects all racist, bigoted, xenophobic or discriminatory actions, words (written and/or spoken), behaviors, and beliefs in any The Healing Grove Community Kindred function – both online and offline.

The Healing Grove Community Kindred will not accept membership of/or ordain anyone who is currently associated with any organization or business that is known to be racist, white supremacist, or promotes hate. Anyone applying for a membership that are former members of these types of organizations or businesses will be subject to a higher amount of scrutiny to ensure their reformation via screening and interviews.

The Healing Grove Community Kindred will never partner with any kindreds, organizations, or businesses associated or aligned with racist, bigoted, xenophobic or discriminatory actions, behavior, or literature. Members that misrepresent themselves about current or past affiliations

with any organization or business that promotes, endorses, or engages in hate, racism, bigotry, xenophobia, or discriminatory practices to gain membership or benefits of The Healing Grove Community Kindred will have their membership revoked. There will be zero tolerance of all hatred accepted by The Healing Grove Community Kindred in any function that we have control over online or in person.

Code of Conduct

The Code of Conduct (CoC) is the rules by which all The Healing Grove Community Kindred activities will follow. The following article is one body of rules divided by General Conduct and Social Media Conduct. The division does not separate the enforcement. If a rule within the General Conduct set applies to the Social Media Conduct set, it will be enforced as such and vice versa.

General CoC

1. Zero tolerance for racism, bigotry, xenophobia, or any other form of discrimination including, but not limited to:
 - a. Gender
 - b. Gender identity
 - c. Race
 - d. Nationality
 - e. Ethnicity
 - f. Sex
 - g. Sexual orientation
 - h. Ability
 - i. Age
 - j. Faith
 - k. Creed
2. There will be zero tolerance for all forms of bullying.
3. Sexual harassment will not be tolerated by anyone at any time when The Healing Grove Community Kindred is involved.
4. We hold that all ideas that meet the criteria of the bylaws and Code of Conduct are valid and will be respected.
5. We do not have or know of a single "one right way" of being Heathen or the practice of any related religious/spiritual activities.
6. Personal conflicts that are not connected to The Healing Grove Community Kindred must remain outside . Personal conflicts that arise connected to any Awaken the North event, and are not resolved quickly between the parties involved, will be addressed by The Healing Grove

Community Kindred . If a solution cannot be found, possible consequences can include revocation of membership, suspension, or removal from the activity.

7. Profanity is not banned; however, we do ask that things stay as family-friendly as possible at the live events. Excessive profanity, lewdness, offensive, or rude behavior will not be tolerated.

8. No illegal activities will be tolerated at any The Healing Grove Community Kindred activities. Laws of the land take precedence during live events.

Social Media CoC

1. Zero tolerance for any posts, discussions, comments, memes, pictures, or any other form of a post that is racist, bigoted, discriminatory, xenophobia or disrespect towards other members the following categories (but not limited to):

- a. Gender
- b. Gender identity
- c. Race
- d. Nationality
- e. Ethnicity
- f. Sex
- g. Sexual orientation
- h. Ability
- i. Age
- j. Faith
- k. Creed

2. The Healing Grove Community Kindred has Zero Tolerance for cyberbullying, trolling, or cyberstalking.

3. Blocking admin/mods is a cause for being banned. If an admin or mod is creating a situation that makes you feel uncomfortable, please contact the High Drighton, or any member of the Council if the High Drighton is the person in question.

4. The Healing Grove Community Kindred , and it's social media group(s) are a community; therefore, topics do not have to remain Heathen/Asatru/Pagan relevant. All discussion topics are welcomed so long as the topic aligns with the bylaws and the Code of Conduct.

5. Please respect all members' privacy—no using personal pictures posted by other members without explicit member permission.

6. Advertising is not allowed except by the Chancellor of Affiliated Partners or with their permission.

7. No posting of pictures, memes, or any other images portraying illegal activity or drug use on Awaken the North's social media platforms.

8. The Healing Grove Community Kindred has a zero-tolerance policy for any sexual harassment. Consequences will result in immediate removal from all The Healing Grove Community Kindred platforms and revocation of membership.

9. All ideas, UPG (unverified personal knowledge), or opinions on subjective matters will be treated as valid and with respect, so long as they meet the criteria of the bylaws and the CoC. Debates and discussion are encouraged but are to remain in frith and with respect.

10. We recognize that there is no single right way to be Heathen/Asatru/Pagan; all members should respect one another at all times.

11. Personal conflicts that do not keep the frith will not be tolerated. You will be asked to take it to a private message board. If it continues, one or all parties will be muted.

12. Profanity is not banned, but it should not get excessive. Excessive profanity, lewdness, crude/rude behavior will not be tolerated.

13. All posts must be within the platform community standards.

14. The Healing Grove Community Kindred asks that the poster not delete any comments or posts if there is a violation until an admin has reviewed the post/comment in question. Only Admins and mods can turn off commenting features.

15. Banned topics

a. Political discussions that are not directly related to Heathenry/Asatru/Paganism

b. Racist remarks, debates, and conversations, symbols used by Nazi/Hate groups, any memes, pictures, comments that do not promote or support the idea that all humans are equal. c. Any depiction of illegal activities (including drug use).

d. The Healing Grove Community Kindred reserves the right to add or remove items from this list at any time.