

The Troth Leadership Code of Conduct

(Applies to directors/representatives, officers, committee chairs, program leads, moderators/admins of official platforms, and anyone acting in an official Troth capacity.)

Leaders in The Troth must follow and hold each other accountable to the Members' General Code of Conduct as well as the following:

Use authority responsibly (no institutional bullying).

Leaders must not use access, status, moderation powers, or disciplinary influence to intimidate, silence, punish, or "win" interpersonal conflicts. This includes coordinated dogpiling, public shaming by virtue of office, threats of discipline to compel speech or silence, or selective enforcement to target disfavored people.

Model Hospitality and Frith with Firmness.

Leaders de-escalate conflict where possible and set boundaries where necessary without excusing misconduct. Leaders do not weaponize "frith" to pressure harmed people into silence, reconciliation, or "being nice."

Integrity in governance: clarity, transparency, accountability.

Leaders communicate decisions with clear reasons when feasible, document significant decisions appropriately, and correct mistakes publicly when the impact was public. Leaders do not misrepresent others' statements or motives in an official capacity.

Fairness and non-retaliation.

Leaders treat members consistently regardless of identity, status, popularity, theology, or faction. Leaders must not retaliate against good-faith complaints, questions,

whistleblowing through appropriate channels, or participation in governance (including elections).

Conflicts of interest and recusal.

Leaders disclose conflicts (personal, financial, romantic, organizational) when relevant and recuse from decisions where impartiality could reasonably be questioned.

Privacy, safety, and careful handling of sensitive information.

Leaders protect member data and sensitive reports, share information on a need-to-know basis, and avoid “soft doxxing” (sharing enough details to identify someone). Leaders may share what is reasonably necessary for good-faith reporting or safety response.

Democratic culture.

Leaders actively protect member participation in governance: welcoming questions, respecting meeting procedure, and ensuring dissent and criticism can be voiced without fear.

Sustainable stewardship.

Leaders design programs to avoid single points of failure, keep basic documentation so the next volunteer can pick up the work, and raise capacity concerns early rather than letting programs drift into risk.

