

# The Troth Members' General Code of Conduct

In accordance with our Vision, Mission and Values, and the core tenants of our shared religious traditions:

Members of The Troth should strive to

**Respect others.** Use gentle language where possible, listen actively, and always avoid personal attacks, harassment, bullying, or intimidation..

**Be inclusive.** Recognize that people come to Heathenry and The Troth from diverse backgrounds (spiritual tradition, race, ethnicity, gender identity or presentation, sexual orientation, ability, socioeconomic status, etc.). All are welcome and it is our duty to welcome them.

**Practice frith.** Work to maintain peaceful interactions, de-escalate conflict when possible, and preserve community harmony without sanctioning injustice or misconduct.

**Own mistakes.** If you err, apologize, learn, and make amends as possible.

**Respect civil law and safety.** Members must follow applicable laws and must not engage in conduct that threatens the safety of others or the community. The Troth reserves the right to involve civil authorities when necessary.

**Protect privacy and handle information responsibly.** Do not publicly share any other member's personal data, private communications, or non-public identifying details without their explicit permission. This does not prohibit members from reporting concerns in good faith through appropriate channels (designated organizational contacts, the Board, legal counsel, or civil authorities), provided they share only what is reasonably necessary.

**Avoid representing The Troth without authorization.** Members may not claim to speak on behalf of the organization (in activism, media, or public forums) unless explicitly authorized.

**Uphold the oath of membership.** Members commit to stand against misuse of Germanic religion to promote prejudice.

## The following conduct is incompatible with membership in The Troth

Harassment, threats, or intimidation of any person (verbal, written, physical).

Discrimination or bigotry (based on spiritual tradition, race, ethnicity, gender identity or presentation, sexual orientation, ability, socioeconomic status, etc.).

Hate speech, slurs, or sincere public and material support of ideologies which oppose democracy and human rights.

Material disruption of meetings or events (especially after a warning) such as sustained interruption, shouting down speakers, refusing to follow moderator instructions, or other conduct that prevents others from participating.

Stating or promoting factually false allegations about a member, officer, volunteer, or The Troth (including reckless disregard for truth) that a reasonable person would understand as statements of fact. This does not prohibit good-faith criticism, disagreement, opinion, satire, advocacy, or reporting concerns through appropriate channels.

Misuse of The Troth's name, logo, platforms, or apparent authority in ways that mislead others, create confusion about official positions, or imply endorsement without authorization.

Violations of privacy or confidentiality that expose members to harm (doxing; sharing private communications or identifying information without permission), except as necessary for good-faith reporting through appropriate channels.

Retaliation against individuals who file complaints in good faith.

Activities that conflict with The Troth's mission, values, or official Position Statements in ways that materially undermine community safety or inclusion (for example, supporting white supremacist organizations or organizing exclusionary harassment campaigns).

Violating civil law in a way that implicates The Troth or brings harm to the community.

Misappropriating The Troth's funds (including misrepresenting or failing to account for how they are utilized).

