

The Bylaws of Puget Sound Ghost Hunters, a paranormal investigation and research club.

Adopted on December 17, 2011

Article 1 - Name and Jurisdiction

Section 1: This organization shall be known as Puget Sound Ghost Hunters or PSGH and has been in existence under these names since 2008.

Puget Sound Ghost Hunters (PSGH) is an all volunteer organization and is not associated in any way with the "Ghost Hunters" television program, its producers, the SyFy network or team's parent organization, The Atlantic Paranormal Society (TAPS).

Section 2: The jurisdiction of this organization shall include the entirety of the United States of America with special focus on Puget Sound region of the Pacific Northwest and may extend internationally.

Article 2 - Purposes and Objectives

Section 1: The purpose and objective of this organization shall be:

- a. To scientifically and without bias or prejudice explore the realm of the paranormal with a special focus on ghosts and hauntings.
- b. To examine all available forms of evidence related to the existence of ghosts and spirits including but not limited to accounts of personal experiences, photographs, audio and video recording and any physical evidence gathered.
- c. To establish and maintain a database containing information from investigations, clients, and/or other paranormal investigation teams and to analyze that data for trends.
- d. To report any validated evidence related to the existence of ghosts and spirits to the membership, clients and public in any medium deemed appropriate by the organization.

Article 3 - Official Logos and Seals

Section 1: The official logo and seal of this organization shall be recognized by the name Puget Sound Ghost Hunters and PSGH.

Section 2: All official logos and seals of this organization shall remain the property of this organization. The official logos and seals may not be reproduced in any form without the express written permission of the organization.

Section 3: The names Puget Sound Ghost Hunters and PSGH and any approved logo remain the exclusive property of this organization and may not be used by any other individual, organization or business without the express written permission of the organization.

Section 4: All members may use the official logo and seal of this organization providing that use is consistent with the acceptable practices of this organization as deemed appropriate by the President and leadership.

Article 4 – Equal Opportunity

It is the policy of PSGH not to discriminate on the basis of sex, race, color, national origin, religious affiliation, handicap, sexual orientation or education level in its membership or client relationships. Any interested party may challenge the PSGH's adherence to this policy by directing their concern to the President. In the case of member issues, the dispute may be brought to the organization leadership for conflict resolution. See Article 8 – Member Disputes and Conflict Resolution.

Article 5 - Membership

Section 1: Two types of membership shall be established to allow members to participate at a level that is in keeping with their ability and willingness to contribute. These two types of membership shall be Open Member and Team Member. Separate rules for each membership type have been established and shall be enforced accordingly. All membership applications are subject to background check.

a. Open Member Open members may attend all organization meeting, events and those investigations that are considered by the Organization Leadership to be open investigations. Any person expressing interest in joining this organization as an Open Member may be considered for membership providing he/she meets the following requirements, and if the organization is accepting new open members:

1. All members must be at least 18 years of age. Proof of age must be submitted in the form of a valid state issued ID or Drivers License. This provision applies to all members, new or current.

2. He/She must sign the membership agreement and abide by all rules set forth therein. This provision applies to all members, new or current.
3. He/She must provide their own form of transportation to and from all organization events, or have access to reliable transportation. This provision applies to all members, new or current.
4. He/She must have attended at least one membership orientation session. This provision applies to all members, new or current.
5. He/She must agree to dress appropriately for the event in which they are involved. This includes acquiring, at minimum, an official uniform shirt at his/her earliest financial convenience. This provision applies to all members, new or current.
6. Open members may attend all organization meeting and open investigations, events and trips. This provision applies to all members, new or current.

b. Team Member Team members are considered more advanced investigators and require additional training. Team members may attend all organization meeting, events and investigations. Any person expressing interest in joining this organization as an Team Member may be considered for membership providing he/she meets the following requirements, and if the organization is accepting new team members:

1. All members must be at least 18 years of age. Proof of age must be submitted in the form of a valid state issued ID or Driver's License. This provision applies to all members, new or current.
2. He/She must sign the membership agreement and abide by all rules set forth therein. This provision applies to all members, new or current.
3. He/She must have attended advanced training sessions and investigator skill validation. This provision applies to all members, new or current.
4. He/She must provide their own form of transportation to and from all organization events, or have access to reliable transportation. This provision applies to all members, new or current.
5. He/She must agree to dress appropriately for the event in which they are involved. This includes acquiring, at minimum, an official uniform shirt at your earliest financial convenience. This provision applies to all members, new or current.
6. Open Members applying for team member status must have met the following minimum requirements:
 - He/She has attended at least 3 consecutive group monthly meetings.
 - He/She has participated in at least 3 open investigations and been shadowed and been evaluated by an advanced team member.
 - He/She has received New Member training.

- He/She has demonstrated a level of maturity required for private cases.
- He/She has demonstrated a willingness to work with the team.
- He/She has demonstrated a working knowledge of investigation techniques and been assessed for assigned skill.
- He/She has demonstrated critical thinking to look for alternate causes for reported phenomena.
- He/She has demonstrated a willingness to put in the required time to complete private cases including research and evidence review and reports completion.

Section 3: Membership Ineligibility No person shall be eligible for membership if:

- a. He/She refuses to follow established rules and protocols of this organization including these bylaws.
- b. He/She refuses or fails to attend required training.
- c. He/She refuses or fails to obligate themselves to some type of acceptable participation in scheduled investigations, meetings, training sessions or other mandatory special events.
- d. There is reason to believe that he/she may not adhere to or abide by the established rules and protocols of this organization or its bylaws.
- e. There is reason to believe that he/she has falsified any membership information.
- f. He/She has engaged in the use of alcohol or illegal and mind altering drugs before or during an organization event, meeting or investigation.
- g. He/She advocates race, religious, sex or class hatred or discrimination.
- h. He/She refuses to dress appropriately for the event in which they are involved.
- i. He/She has ever been convicted of a felony crime by any governmental unit.

Section 4: Membership can be sanctioned or revoked if:

- a. He/She fails to abide by the rules and bylaws of the organization contained in this document or other published organization procedures and protocol documents.
- b. He/She attempts or accomplishes to undermine the credibility of the organization in any way.
- c. He/She create a disruptive or combatant environment or alienates clients, other members or other paranormal groups, teams or organizations.
- d. He/She divulges any privileged or confidential information gathered during private investigations, research, meetings, training sessions or other special events with anyone

who is not a member of this organization or its current allies. All client information is to be considered privileged or confidential and should only be discussed within the organization.

- e. He/She uses alcohol or illegal drugs prior to or during investigations, research, meetings, training sessions or other special events.
- f. He/She fails to act in a safe and professional manner during all events.
- g. He/She trespasses or violates the law of any governmental unit during any event or investigation.
- h. He/She is simply dishonest or demonstrates other bad traits which may reflect negatively on this organization.
- i. He/She falsifies any records, research, investigation logs or evidence or personal experience.
- j. He/She violates any established rule or protocol of this organization or its bylaws.

Section 5: Member code of conduct and regulations:

- a. It is the responsibility of all organization members to conduct themselves in a safe and professional manner at all times. All members are reminded that they are a representative of this organization and that their conduct reflects on this organization.
- b. All members while participating in investigations, research, meetings, training sessions or other special events must be dressed in appropriate attire for both the physical and social environment of the location. This includes, but is not limited to: an official organization shirt or other standard form of uniform.
- c. Unless otherwise specified, the most senior member at any event is in command and makes all decisions concerning the event. Failure to follow, federal, state & local laws, any established rule or protocol of this organization or its bylaws or the directions of on-site Organization Leadership is grounds for immediate removal from the event and/or termination of membership.
- d. All organization activities must be conducted in a courteous and professional manner. Pranking and/or horseplay will not be tolerated.
- e. Use of alcohol or illegal drugs is strictly forbidden before or during any organization activity. Exception to the rule: Any team dinner or party.
- f. All members will refrain from using obscene, foul or abusive language near clients or the public during PSGH events, investigations or meetings.
- g. All members are required to respect the privacy of clients, allied groups and locations that we are working with.
- h. All inquiries from the media, law enforcement, concerned citizens and others at an investigation or event scene will be directed to the team leader or most senior member conducting the event.

- i. All members are required to respect the event site. This includes but is not limited to: no trespassing, no burglary, no littering, no vandalism, no theft, no pranks or practical jokes or any other activity which is deemed inappropriate by the organization.
- j. All members must have a valid state issued ID in their possession during all events and investigations.
- k. In consideration of safety and credibility concerns, no member is to investigate alone.
- l. All members are required to collect evidence and take notes and submit said evidence and notes to the team leader by the specified date and time.
- m. Private investigations are for investigation team members only. No guests or open members will be allowed onsite. The organization will provide opportunities for guests to attend meetings, open investigation and other events.
- n. All members are required to arrive at scheduled investigations and events in a timely manner. If a member must be absent from a scheduled investigation or event the team leader must be notified prior to the scheduled event. In case of emergency, please notify the team leader as soon as safely possible.
- o. There will be absolutely no tolerance of firearms or weapons of any kind on any organization event, activity and/or investigation. Only members who are associated with the police or other officers of the court shall be the exception.

Section 6: Other membership points:

- a. The leadership of this organization has the exclusive right to deny membership to anyone who does not meet the high standards of the Puget Sound Ghost Hunters.
- b. All new members are placed on a 120 day probationary period upon being accepted into this organization. This period may be lengthened or shortened at the discretion of the Organization Leadership.
- c. This organization is not obligated in any way to retain any member that does not meet the high standards of this organization. Continuing membership is based on the discretion of the Organization Leadership and may be terminated at any time by a majority vote of the organization leadership.
- d. This organization is not obligated in any way to accept any applicant as a member.
- e. Investigation teams will be selected by the team leadership based on the size of the location and the skills required to perform the investigation. No member is guaranteed a spot on any investigation.

Article 6 – Meetings and Training

Section 1: Meetings

- a. This organization will hold public meetings at least once per month on a date and time and at a location that is announced using the team website and other social networking sites. This meeting will serve as an opportunity to interview potential new members, discuss organization business, to report validated evidence, further member training and other matters deemed appropriate by the organization leadership.
- b. Members are required to attend at least 50% of scheduled meetings and training sessions in order to remain qualified for investigation participation.
- c. Special guest speakers may be invited to participate in organization meetings, provided the information they share is of general interest to the organization at large.

Section 2: Training

This organization will provide training to all members free of charge. Training will consist of:

- a. Membership orientation during which membership applicants will be made familiar with the rules and protocols of the organization.
- b. Basic Training during which general investigation rules, protocols, standards and techniques will be discussed. No member may participate in any open investigation without basic training.
- c. Advanced training during which specific and advanced investigation protocols and techniques will be discussed. This will include technical, photographic/video, EVP recording and sensitive/intuitive training. No member may participate in any private case without basic and advanced training. Fees may be charged for advanced training.
- d. Refresher or position specific training which will provide specific detailed information regarding certain aspects of investigation techniques. All members will be required to participate in refresher training when protocols change or new equipment is procured.

Article 7 - Leadership

Section 1: The leadership of this organization shall consist of the founding members or have proven to be responsible and have the organization's best interest as their primary aim. These members shall be known as Core Members.

Core Members shall have the responsibility to make decisions for this organization by a vote or general consensus. The President shall be called upon to break ties and may override any decision based on what is best for the organization as a whole.

- a. All leadership and support staff positions hold a higher rank than open or team members and are offered some special privileges such as unlimited access to all organization information and priority on event rosters.

- b. Any member may apply for a vacant leadership or support staff position after they have been a member for 120 days, are members in good standing and have completed Team Member Training. All appointments will be made based on the member's involvement in the organization, attitude, and their willingness to assist fellow members.

Article 8 – Member Disputes and Conflict Resolution

From time to time, members may come into conflict. Such conflicts will be the responsibility of the members involved to resolve. If it becomes apparent that the conflict cannot be resolved by the members involved or is effecting the operation of the members the organization leadership may be called upon to participate in conflict resolution.

Section 1 Mediation Any member in conflict may bring their dispute to the organization leadership for mediation. Members bringing conflict issues for resolution will agree to abide by the decision of the organization leadership. Such resolution may include membership probation or termination.

Section 2 Confidentiality No membership dispute issues may be discussed outside the membership. Conflicts will be viewed as internal issue and not for release or discussion to any person outside PSGH. Discussion of PSGH business to non-members, including clients and/or members of other ghost hunting groups, may be grounds for membership termination.

Article 9 - Evidence Ownership

Section 1: Open Investigations

- a. All data collected during open investigations including but not limited to: audio recordings, photographs, video recordings and sensor data is the property of the investigator collecting the data. Puget Sound Ghost Hunters will receive a copy only that data and audio, video and photographs that constitutes evidence for review.
- b. All evidence collected during open investigations may be considered for publication on the organization's website or other social networking sites. This includes, but is not limited to: audio, video and photographs and other material as deemed appropriate by the President and leadership and in accordance with the specifics of the Site Confidentiality Agreement. Members may reserve the rights to any evidence submitted from an open investigation by specifying, in writing, what rights they wish to retain.

Section 2: Private Investigations

- a. All data collected during private investigations including but not limited to: audio recording, photographs, video recordings and sensor data is the joint property of the organization and the member recording the evidence.
- b. All positive evidence collected by members must be submitted to the President for review and release to the client. Investigators will adhere to client confidentiality agreements and

refrain from sharing, publishing or otherwise distributing any case information, data or evidence outside the organization. Should any member leave the organization he/she agrees to release to the organization all data collected during private investigation and submitted to team leader.

Article 8 - Donations and Funding

Section 1: This organization shall not accept monetary compensation for any service that it provides to clients. Non members or clients may be charged a fee for training or admission to events such as open investigations or speaking engagements.

Section 2: This organization shall receive no membership dues and no member shall be paid for their participation in this organization.

Section 3: Any member participating in organization events that require travel will be responsible for their own expenses including but not limited to: car/air travel costs, hotels costs, meal and incidentals.

Section 4: Any member may choose to share costs for publishing group promotional items including but not limited to: websites, training materials, client information packages, investigation reports.

Section 5: Members may be charged fees for training to cover the cost of supplies or other incidentals involved.

Section 6: This organization shall not accept monetary donations from clients or investigation locations. Nor shall it demand or receive payment in any form to validate reports of paranormal activity.

Article 10 - Amendments

These bylaws may be amended, altered, repealed or added to by agreement of the Core Members of this organization as deemed necessary. Notice will be given to all members and an effective date for any amendments or changes will be specified. If no member protests are lodged, the proposed change shall take effect when the amended bylaws are published.

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