

IMAS Bylaws

ARTICLE I MISSION STATEMENT

IMAS (Indiana Masters and Slaves/Subs/Switches) is a private organization of individuals who are actively interested in BDSM activities. Upholding, Honor, Integrity, Trust and Honesty above all else, we have founded this organization upon the principals of tolerance, acceptance of diverse lifestyles and practices. We shall continuously strive to provide a safe, supportive, social and educational environment for people interested in alternative lifestyle practices, while differentiating between abusive behavior and the many different expressions of TPE within a consensual relationship.

ARTICLE II MEMBERSHIP

Section 1 Member Levels

IMAS shall be comprised of three (3) membership levels.

MASTER LEVEL membership shall include (all born as and currently identifies as male) Masters / Tops / Dominants (hereto referred to as "Masters"). This level of membership shall have voting rights in matters brought before the entire membership and be able to hold office on the Board of Officers.

FEMALE DOMINANT LEVEL shall include all female Dominants / Tops / Domina / Dominatrix / Dommies as well as all other dominants of any sex not eligible for Master Level membership (hereto referred to as "Female Dominants". This level of membership shall have voting rights in matters brought before the entire membership but will NOT be able to hold office on the Board of Directors.

GENERAL LEVEL membership shall include all slaves/submissives/switches of any sex (hereto referred to as "slaves"). This level of membership shall have voting rights in matters brought before the entire membership.

Prospective members are considered guests of the organization.

Section 2 Membership Profile

Membership is open to any person eighteen years of age or older, without regard to their heterosexual, gay, lesbian, bisexual, or transgendered orientation. However, membership shall not be open to anyone who has non-consensual

sexuality as a focus of interest, has been convicted of a sex crime or are currently in violation of group policy, including the Safe Space Policy and the Code of Conduct.

Section 3 Membership Process

Prospective members may attend up to 3 private IMAS meetings or events as a guest. After that an individual is required to submit an application for membership.

To submit an application for membership, an individual must complete the application, the event waiver, sign the Code of Conduct, and pay the membership dues. If an individual submits an application and membership dues, then chooses not to join IMAS, the application will be destroyed to protect the confidentiality of the individual. The membership dues shall be refunded in accordance with the Schedule for refund of membership dues.

An individual who has submitted an application for membership may attend IMAS meetings and events as a pending member while their application for membership is considered. During this time the applicant may participate in discussions, participate in group meetings and activities and learn more about the IMAS group. As a pending member, the applicant does not have voting rights.

All applicants will be subject to a background check and possibly a reference check. Sexual offenders and predators will not be presented to the membership for approval, and will be notified by the Board of Officers that approval for membership has been denied. An applicant who is denied membership for these reasons is no longer able to attend IMAS meetings and events and may not reapply for membership unless they can document to the Board of Officers a material change in facts surrounding the situation.

The membership shall be presented with a "Notice of Application for Membership" after the background check has been completed by the Board of Officers. The membership shall have until one (1) business day prior to the next scheduled business meeting, to privately email any personal objections to an applicant. All objections will be reviewed, considered, and if necessary investigated before said applicant is presented for a vote by the membership.

Information about applicants will be presented to the membership at monthly meetings where a quorum of the Board of Officers is present. Membership status shall be determined by vote of the members present in the following manner:

- Greater than 2/3 of the members present voting affirmative constitutes approval.
- Greater than 1/2 of the members present voting affirmative constitutes conditional approval. Conditional approval grants membership and requires a 2nd vote 1 year later when the membership renewal dues are received where greater than 1/2 of the members present voting affirmative grants membership with no further vote

- required while failure to receive greater than 1/2 of the members present voting affirmative constitutes denial.
- Greater than 1/2 of the members present voting negative constitutes denial.
 - Candidates neither approved nor denied remain pending members and will be brought up for vote again in 3 months.
 - After 4 votes without an approval or denial vote the application is considered withdrawn.
 - Applicants who withdraw or are denied membership shall require approval of the Board of Officers to reapply.

The membership term begins on the date of the first vote of their application, regardless of the outcome.

Note: Personal objection is/are not grounds enough for denial of membership. However, any and all objections will be weighed and considered as to the ultimate effect upon the organization as a whole.

If your membership is revoked, you cannot re-apply for membership.

A refund of membership dues is allowed when an individual's application is denied or withdrawn in accordance with the Schedule for refund of membership. Revoked, resigned, and suspended members are not due any refund of fees. The Board of Officers may choose at its sole discretion to refund all or partial membership dues under certain circumstances.

Schedule for refund of membership dues when allowed from the time money was received

- Less than 30 days – Full Refund
- Greater than 30 and less than 121 days – 3/5
- Greater than 120 and less than 211 days – 2/5
- Greater than 210 and less than 301 days – 1/5
- Greater than 300 days- no refund

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Section 4 Dues

The membership shall, from time to time, be asked to set the amount of annual dues and any fees to be charged for events sponsored by the organization. All dues are remitted through the Treasurer.

Section 5

Records of the Membership

A copy of all approved applications and signed waivers will be on file with the Treasurer.

In the interest of discretion and confidentiality, the organization shall not keep a public roster of members' full names or their addresses.

The private roster of membership (available only to the Board of Officers) shall include the member's: (a) name, (b) address, including city, state and zip, (c) nickname used within the organization, (d) telephone number, (e) emergency contact, and (f) email address. (Email address is optional.)

If a member's personal information is found to be false, that person's membership will to be suspended, pending an investigation, and possibly revoked.

Section 6 Membership Transfer

Membership is not transferable or assignable.

ARTICLE III SUSPENSION OR REVOCATION OF MEMBERSHIP

Section 1 Voting by the Board

The Board of Officers, as directors may chose at its discretion, to take unilateral actions to remove, revoke, discipline, or restrict any member it finds to be in violation of the By-Laws, Safe Space Policy, Code of Conduct or fundamental ethics of the BDSM community.

Section 1.1 Voting by Membership

The Board of Officers, in its discretion, may make a motion to the membership to restrict, suspend, or revoke the membership of any person who violates the policies of this organization (including the Safe Space policy, the Code of Conduct, or the fundamental ethics of the BDSM community) or for other good cause. A decision to restrict, suspend or revoke a person's membership shall require a vote of 2/3 of the attending membership at a meeting where a quorum of the Board of Officers is present.

Section 2 Referral to the Conciliation Panel

Investigation of allegations against a member may be referred by the Board of Officers (at its discretion) to the Conciliation Panel, which shall investigate the facts thoroughly and render an advisory report to the Board. Investigation by the Conciliation Panel shall not be a prerequisite to action by the Board of Officers on the restriction, suspension, or revocation of any membership.

Section 3 Additional Household Members

Revocation of Membership is not binding upon any other member of a revoked Member' household.

Section 3.1 Revocation of Household Members Membership

If upon revocation of membership any additional household members (i.e. slave/submissive of a Master/Domme) continues to instigate issues relevant to the revocation that household member WILL be subject to the same revocation of membership.

Section 4 Appealing Disciplinary Actions Affecting a Persons Membership Status

If a Member feels that he/she has had their Membership revoked or suspended without proper due process or without just-cause, then that member may file an "Appeal" with the IMAS Board in accordance with the "Appeals Policy" adopted by the membership.

There is NO appeals process for any Member that has voluntarily resigned their membership. A member who has resigned their membership may reapply for membership after 6 months, under the same terms and conditions as any newly applying member.

If a Member of the Board of Directors has had his office and/or membership revoked he may be allowed to appeal the revocation of his Membership, but his position on the board will not be reinstated. If, as a result of the Appeals process, his membership is reinstated, he may run for office during the next open election.

ARTICLE IV BOARD OF OFFICERS

Section 1 General Powers

The business and affairs of the organization shall be conducted by its Board of Officers.

Section 2 Qualifications and Tenure

For our initial 2 years of existence (beginning 07-01/05), the two founding members, will hold the positions on the Board of Directors. The Board can elect at any time to fill the remaining positions. Ultimately, there will be five Officers: President, Vice President, Treasurer and the two At-Large positions (all of which must be filled from the Master Level membership and have full Board voting rights).

The term of office of an Officer shall be one year. An Officer may be re-elected to additional terms of office, without limitation on the number of times he is re-elected. Officers are encouraged to resign their positions before the end of their terms, if in the interests of the organization it appears desirable that they do so.

There will also be a Secretary to the Board (an appointed position which may be filled from any qualified members who apply, but will NOT have Board voting rights). The Secretary to the Board will be appointed by majority vote of the Board from among the qualified applicants. The Secretary serves at the pleasure of the Board and leaves office when a new board is elected at the annual meeting. If the Board is dissatisfied with the Secretary's performance a 4/5ths vote of the Board is sufficient to remove the Secretary from office.

Section 3 Elections

After our initial 2 years of existence (beginning 07-01-05), election of Officers shall take place at the annual meeting, with the exception of filling Board vacancies. The Board of Officers will inform the membership (via the email listserv) of the date/time/location for the annual meeting at least 1 month in advance.

Election shall be by majority vote of the attending membership.

The President's vote shall be held separate and be used as a tie breaker if necessary

No Officer may hold more than one office.

Board vacancies will be filled by majority vote of attending membership at any monthly meeting where a quorum of Officers is present. The Board of Officers will inform the membership (via the email listserv) of the date/time/location of any such upcoming votes at least 2 weeks in advance.

Section 4

Powers and Duties

The President shall be a Master Level member. He shall be the Chief Executive Officer of the organization and shall have general supervision of the affairs of the organization. The President will conduct and coordinate communications both within and outside of the organization. He shall be responsible for media representation and press releases, responding to first contact for information, announcements, mailing list operations, and all communications intended to represent the intentions of IMAS as a whole, as well as establishing and maintaining productive and friendly relationships with other groups. This will include the authority to draft and submit to the Board of Officers reciprocal agreements with other clubs and organizations. Reciprocal agreements must be approved by the membership by a 2/3 majority vote.

The Vice-President shall be a Master Level member. He shall assist the President in all affairs of the organization listed above and represent the organization in the absence of the President.

The Treasurer shall be a Master Level member. He shall be the Chief Financial Officer of the organization. He shall have custody of, and be responsible for, all funds and securities of the organization, shall deposit such funds in the name of the organization with the bank chosen by the organization, shall keep books of account and records of the financial transactions of the organization, and shall submit such reports as the Board of Officers may from time to time require. The Treasurer is the custodian of all membership records. The Treasurer is authorized to engage the services of an accountant to assist him in the performance of any of the duties incident to the Treasurer's office.

The At-Large shall be a Master Level member. He shall make himself available to fulfill the duties of any other Officer (with the exception of the President) in the event that circumstances prevent the elected Officer from fulfilling his duties. The alternate will have access to and communications with all Board members and will remain vigilantly informed of all aspects of IMAS business and operations.

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The Secretary to the Board shall be any level member. The secretary shall compose and distribute meeting agendas according to items brought before the Board for appropriate discussion at monthly meetings. He/she shall compose minutes of meetings and submit them to the Board for approval at least 10 days

prior to the next monthly meeting where the full membership will have the opportunity to review, amend, or approve the minutes as written. The secretary shall also compose minutes of Board proceedings when appropriate. He/she will produce and distribute membership cards for new members once the new member is approved by the membership. The Secretary will be responsible for other organizational duties as assigned by the Board. The Secretary will NOT have voting rights on Board issues, only on items brought before the membership as a whole.

Section 5 Annual Meetings

The annual meeting of the Board of Officers shall be held on a date and time agreed upon by the Board of Officers. Membership shall be notified of the date/time/location of this meeting (via the email listserv) at least one month prior to the annual meeting.

Section 6 Quorum; Voting

A quorum of the Board of Officers shall consist of a majority of the Officers holding office. If less than a quorum is present, the Officers will adjourn without further action until a quorum is secured.

Except as otherwise provided in these bylaws, the act of a 2/3 majority of the Officers present at a meeting at which a quorum is present shall be the act of the Board of Officers.

There is a two-week limit on reaching a vote for any resolution, decision, or issue. If two weeks elapse and no 2/3 majority vote is rendered, the issue will be put aside in order to move forward to the next vote, resolution, or decision.

Section 7 Action Without a Meeting

Any action required or permitted to be taken by the Board of Officers outside a meeting may be done by e-mail, so long as all Officers of the Board have ample opportunity to participate. A 2/3 majority of all the Officers is required for any such action.

Section 8 Participation by Electronic Means

All meetings of the Board may occur in an online forum or by means of electronic telephone conference or similar communications media, if all persons participating in the meeting can hear each other at the same time.

ARTICLE V APPOINTED (TEMPORARY) OFFICES

Section 1 Committees

From time to time, the Board may designate various committees to put on displays or training activities, or attend events. Various members of the organization will be asked to sit on the committee(s). When a committee is empanelled, a chair will be appointed, who will report directly to the Board of Officers. All training outline(s) or plan(s) will be approved by the Board of Officers prior to putting on the display or training activity, or attending an event.

Section 2 Dungeon Masters

At each IMAS event, a Dungeon Master will be appointed by the Board of Officers to safeguard the space. A Dungeon Master has the right to immediately eject anyone from any event who violates the Safe Space Policy or the Code of Conduct.

Section 3 Conciliation Panel

The Board of Officers may, at its discretion, select a group of 5 members to thoroughly investigate the facts of any dispute and render an advisory report to the Board. This includes, but is not limited to, the investigation of membership suspension, restriction or revocation for any cause.

Investigation by the Conciliation Panel shall not be a prerequisite to action by the Board of Officers on the restriction, suspension, or revocation of any membership.

For the first year of organization (beginning 07-01-05), any Conciliation Panel empanelled will be comprised of the 2 founding members and 3 volunteers from the IMAS membership. After that time, any Conciliation Panel members will be appointed by the Board of Officers, and voted on by a majority vote of the membership attending the meeting where the matter is broached.

ARTICLE VI ACCOUNTING AND REPORT

Section 1 Financial Handling and Reporting

All checks, drafts, or other orders for payment of money, or other evidence of indebtedness issued in the name of the organization shall be signed by 2 Officers. All funds of the organization not otherwise employed shall be deposited to the credit of the organization in such bank(s) as the Board of Officers may select.

The Board of Officers shall appoint two members to provide an annual audit and written report on the financial status of the organization. This audit and report shall be prepared and submitted four weeks in advance of the Board of Officer's annual meeting.

Section 2 Property

The property of the organization, unless otherwise directed by donors, shall be applied in promoting the general purposes of the organization declared in Article I of these bylaws. No real estate belonging to the organization shall be conveyed or encumbered except by authority of a 2/3 majority vote of the membership.

Section 3 Inspection of Books and Records

In the interest of discretion and confidentiality, members shall not have the right to inspect the membership roster. Moreover, the Board of Officers of the organization shall make reasonable efforts to preserve the confidentiality of the information in the membership roster.

Similarly, members shall not have a right to examine the financial records of the corporation upon demand. The treasurer of the organization, or someone who is delegated by the treasurer, will report on the finances of the organization and answer questions about the finances either at the monthly meetings open to all members or on the email list.

ARTICLE VII EVENTS AND MEETINGS

Section 1 Definitions

“Meetings” are defined as gatherings of IMAS members and guests for the purpose of discussion.

“Events” are defined as gatherings of IMAS members and their guests for the purpose of BDSM activity and/or play.

Section 2 Dates and Locations

IMAS will hold meetings once a month. Location, time and agenda will be posted to the IMAS email list prior to these meetings.

Attendance at IMAS meetings shall be considered public, and is open to anyone who is interested in attending.

IMAS will hold events at various times. Location, time and other relevant details will be posted to the IMAS email list prior to these events.

Attendance at IMAS events shall be considered private, and limited to members and invited guests, unless the event is declared public by a 2/3 majority vote of the membership.

Members shall be required to display current membership identification at all IMAS events. Any member unable to provide his/her membership identification must be approved by at least two other members to gain admission to any IMAS event, and must pay a fine of five dollars.

Members shall be required to display current membership identification at all IMAS meetings. Any member unable to provide his/her membership identification must be vouched for by at least two other members in order to vote, and must pay a fine of one dollar.

Any member may apply for a replacement membership ID through the Secretary and/or Treasurer, at a cost of \$10

Section 3 Cancellation

Should it become necessary to cancel a scheduled IMAS meeting or event, other than for reasons of emergency or unforeseen circumstance, notice must be given to everyone on the Board of Officers no later than two days prior to the event. Failure to do so may be considered a violation of the Safe Space Policy and may result in disciplinary action at the discretion of the Board.

The Board of Officers will inform the membership (via the email listserv) of any meeting or event cancellations as soon as they are aware of a cancellation.

Section 4 Guests

IMAS members shall be allowed one guest per meeting or event, and are responsible for the guest's behavior. Members wishing to escort more than one guest to any private IMAS event or meeting shall be required to make a written request to one or more of the Officers of the Board at least two days in advance of the event or meeting. The Officer(s) shall be required to approve or disapprove the request and notify the petitioning member prior to the event or meeting. All guests at IMAS events must sign a waiver prior to being admitted to the event.

ARTICLE VIII AMENDMENTS

These bylaws may be amended, altered, or repealed, and new bylaws may be adopted by presentation of the amendments, alterations, repeals or new bylaws by the Board of Officers to the membership for a vote of two-thirds when a quorum of the Board is present at a monthly meeting with one exception; Article II, Membership. Membership levels have been established and thus will NEVER be subject to revision or amendment. No amendment to the Bylaws will ever be made in this regard.