



Interlinked Foundation

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# Bylaws

of the

# Interlinked Foundation

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As amended and adopted 28 April, 2018

## **ARTICLE I. NAME OF ORGANIZATION**

The name of the corporation is Interlinked Foundation.

## **ARTICLE II. CORPORATE PURPOSE**

### **Section 1. Nonprofit Purpose**

This corporation ("the Organization") is organized exclusively for charitable, religious, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

### **Section 2. Specific Purpose**

Interlinked Foundation aims to eliminate violence, prejudice, harassment, bullying, and discrimination against minority groups online, including, but not limited to: homophobia, transphobia, racism, and sexism.

The specific objectives and purpose of this organization shall be:

- a. To provide support to victims of said prejudice and discrimination;
- b. To oppose groups that support said prejudice and discrimination;
- c. To further our goals by promoting, creating, managing, hosting, and incubating: volunteer and non-profit online communities, free services, and free real-time communication platforms where minorities can feel safe;
- d. To advance the state of the art in technology and science of systems that further our goals.

### **Section 3. Capital Stock**

The Organization shall not issue any capital stock.

### **Section 4. Pecuniary Gain**

The Organization shall not afford pecuniary gain, incidentally or otherwise, to its members as such.

# **ARTICLE III. MEMBERSHIP**

## **Section 1. Eligibility for Membership**

Application for membership shall be open to any current resident, property owner, business operator, or employee that supports the purpose statement in Article II, Section 2. Membership is granted after completion and receipt of a membership application and monthly or annual dues. All memberships shall be approved by a trustee.

## **Section 2. Monthly and Annual Dues**

The amount required for monthly dues shall be set at a minimum of \$5 each month, unless changed by a majority vote of the board; the amount required for yearly dues shall be set at a minimum of \$60 each year. Continued membership is contingent upon being up-to-date on membership dues and adherence to the project code of conduct.

## **Section 3. Rights of Members**

Membership shall confer the following rights, based on the amount of contributions per month, or monthly average for yearly payments:

- \$5 shall confer a right to attend and speak at board meetings;
- \$10 shall confer the right to private projects on the foxkit.us code repository, subject to the foundation code of conduct;
- \$23 shall confer the right to webspace on the Interlinked Foundation's infrastructure, subject to the foundation code of conduct;
- \$50 shall confer the right for hosting for a new project or community, provided that the project is within foundation goals;
- \$100 shall confer the right to propose priority items for the agenda to the secretary of the board directly, subject to the secretary's acceptance;
- \$1000 shall confer the option for a seat on the board, contingent upon approval of the board.

Members shall receive the benefits of all previous tiers for payments at any tier.

The board shall have the authority to establish additional tiers of membership.

Membership may be granted without payment, or reduction of dues, by majority vote of the board.

#### **Section 4. Resignation and Termination**

Any member may resign by filing a written resignation with the secretary. Electronic resignation shall be considered written. Resignation shall not relieve a member of unpaid dues, or other charges previously accrued.

A member can have their membership terminated by a majority vote of the board for any reason.

Code of conduct violations shall result in immediate termination of membership.

#### **Section 5. Preferred Names and Forms of Address**

The preferred name, pronoun, and form of address of all members, including the Board of Trustees, shall be used in all correspondence, documentation, minutes, and any other references to the person by the Organization, except when the legal name of the person is required by law. Provided, however, that the person's name, pronoun, and form of address is representable in Unicode characters and audible pronunciation, or may be approximated in such.

Organization records, when legally required to have a person's legal name, may be duplicated; one copy shall use the person's legal name, and retained for legal purposes; and the public copy, except when provided by law, using the person's requested name and/or form of address. Provided, however, such a duplication is permissible under federal and Oklahoma state law.

## **ARTICLE IV. BOARD OF TRUSTEES**

### **Section 1. General Powers**

The affairs of the Organization shall be managed by its Board of Trustees. The Board of Trustees shall have control of and be responsible for the management of the affairs and property of the Organization.

### **Section 2. Number, Tenure, Requirements, and Qualifications**

The number of trustees shall be fixed from time-to-time by the existing trustees but shall consist of no less than three (3) nor more than fifteen (15) including the following officers: the President, the Vice-President, the Secretary, and the Treasurer.

The members of the Board of Trustees shall, upon election, immediately enter upon the performance of their duties and shall continue in office until their successors shall be duly elected and qualified. All members of the Board of Trustees must be approved by a majority vote of the members present and voting. No vote on new members of the Board of Trustees shall be held unless a quorum of the Board of Trustees is present as provided in Section 6 of this Article.

No two members of the Board of Trustees related by blood or marriage/domestic partnership within the second degree of consanguinity or affinity may serve on the Board of Trustees at the same time.

Each member of the Board of Trustees shall be a member of the Organization whose membership dues are paid in full, or otherwise deemed a non-paying member, and shall hold office for up to a three-year term as submitted by the nominations committee.

Newly elected members of the Board of Trustees who have not served before shall serve initial one-year terms. At the conclusion of the initial one-year term, members of the Board of Trustees may serve additional three year terms. Their terms shall be staggered so that at the time of each annual meeting, the terms of approximately one-third (1/3) of all members of the Board of Trustees shall expire.

Each member of the Board of Trustees shall attend at least four (4) monthly meetings of the Board per year.

### **Section 3. Regular, Quarterly, and Annual Meetings**

An annual meeting of the Board of Trustees shall be held at a time and day in the month of December of each calendar year and at a location designated by the chair. Electronic meetings via real-time communication protocols are permissible.

A quarterly meeting shall be held in the months of March, June, and September.

The Board of Trustees may provide by resolution the time and place, for the holding of regular meetings of the Board. Notice of these meetings shall be sent to all members of the Board of Trustees and Organization members no less than twenty-one (21) days, prior to the meeting date.

#### **Section 4. Special Meetings**

Special meetings of the Board of Trustees may be called by or at the request of the President or any two members of the Board of Trustees. The person or persons authorized to call special meetings of the Board of Trustees may fix any location, as the place for holding any special meeting of the Board called by them. Electronic meetings via real-time communication protocols are permissible.

#### **Section 5. Notice**

Notice of any special meeting of the Board of Trustees shall be given at least two (2) days in advance of the meeting by electronic methods. Any Trustee may waive notice of any meeting. The attendance of a Trustee at any meeting shall constitute a waiver of notice of such meeting, except where a Trustee attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular meeting of the Board of Trustees need be specified in the notice or waiver of notice of such meeting, unless specifically required by law or by these by-laws.

#### **Section 6. Quorum**

The presence, in person of a majority of current members of the Board of Trustees shall be necessary at any meeting to constitute a quorum to transact business, but a lesser number shall have power to adjourn to a specified later date without notice. The act of a majority of the members of the Board of Trustees present at a meeting at which a quorum is present shall be the act of the Board of Trustees, unless the act of a greater number is required by law or by these by-laws.

#### **Section 7. Forfeiture**

Any member of the Board of Trustees who fails to fulfill any of his or her requirements as set forth in Section 2 of this Article by December 31<sup>st</sup> shall automatically forfeit his or her seat on the Board for the following year. The Secretary shall notify the Trustee in writing that their seat has been declared vacant, and the Board of Trustees may forthwith immediately proceed to fill the vacancy. Members of the Board of Trustees who are removed for failure to meet any or all of the requirements of Section 2 of this Article are not entitled to vote at the annual meeting and are not entitled to the procedure outlined in Section 13 of this Article in these by-laws.

### **Section 8. Vacancies**

Whenever any vacancy occurs in the Board of Trustees it shall be filled without undue delay by a majority vote of the remaining members of the Board of Trustees at a regular meeting. Vacancies may be created and filled according to specific methods approved by the Board of Trustees.

### **Section 9. Compensation**

Members of the Board of Trustees shall not receive any compensation for their services as trustees.

### **Section 10. Informal Action by Trustees**

Any action required by law to be taken at a meeting of the Trustees, or any action which may be taken at a meeting of trustees, may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by two-thirds (2/3) of all of the trustees following notice of the intended action to all members of the Board of Trustees.

### **Section 11. Transparency**

All information about the Organization's activities shall be deemed to be public, including the minutes of the meetings, financial statements, and other plans; provided, however, such disclosure of information about the Organization or its activities is not deemed against the interests of the Organization, or involves confidential information such as passwords, account numbers, EIN's, or other documents required to be sealed by law.

The identities of all donors, including names, shall be kept confidential, unless the donor specifically waives this right.

Trustees shall use discretion and good business judgment in discussing confidential affairs of the Organization with third parties.



Without limiting the foregoing, Trustees may discuss upcoming fundraisers and the purposes and functions of the Organization, including but not limited to accounts on deposit in financial institutions.

All public activities, programs, and financial statements of the Organization shall be published periodically via electronic means, provided they do not disclose the identities of individuals or companies receiving money, without prior consent of two-thirds (2/3) of the board and the relevant party, if necessary.

### **Section 12. Parliamentary Procedure**

Any question concerning parliamentary procedure at meetings shall be determined by the chair by reference to Robert's Rules of Order Newly Revised, 11th edition.

### **Section 13. Removal.**

Any member of the Board of Trustees may be removed at any time, by vote of three-quarters (3/4) of the members of the Board of Trustees if in their judgment the best interest of the Organization would be served thereby. Each member of the Board of Trustees must receive written notice of the proposed removal at least fourteen (14) days in advance of the proposed action. An officer who has been removed as a member of the Board of Trustees shall automatically be removed from office.

Members of the Board of Trustees who are removed for failure to meet the minimum requirements in Section 2 of this Article in these by-laws automatically forfeit their positions on the Board pursuant to Section 7 of this Article, and are not entitled to the removal procedure outlined in Section 13 of this Article.

## **ARTICLE V. OFFICERS**

The officers of this Board shall be the President, Vice-President, Secretary and Treasurer. All officers must have the status of active members of the Board of Trustees.

### **Section 1. President**

The President shall preside at all meetings of the membership. The President shall have the following duties:

- They shall have general superintendence and direction of all other officers of this corporation and see that their duties are properly performed.
- They shall submit a report of the operations of the program for the fiscal year to the Board and members at their annual meetings, and from time to time, shall report to the Board all matters that may affect this program.
- They shall be Ex-officio member of all standing committees and shall have the power and duties usually vested in the office of the President.

### **Section 2. Vice-President**

The Vice-President shall be vested with all the powers and shall perform all the duties of the President during the absence of the latter. The Vice-Presidents duties are:

- They shall have the duty of chairing their perspective committee and such other duties as may, from time to time, be determined by the Board.

### **Section 3. Secretary**

The Secretary shall attend all meetings of the Board of Trustees, and assisted by a staff member, will act as a clerk thereof. The Secretary's duties shall consist of:

- They shall record all votes and minutes of all proceedings in a book to be kept for that purpose. They in concert with the President shall make the arrangements for all meetings of the Organization.
- Assisted by a staff member, they shall send notices of all meetings to the members of the Board of Trustees and shall take reservations for the meetings.
- They shall perform all official correspondence from the Board of Trustees as may be prescribed by the Board of Trustees or the President.

#### **Section 4. Treasurer**

The Treasurer's duties shall be:

- They shall submit for the Board of Trustees approval of all expenditures of funds raised by the Board, proposed capital expenditures, by the staff of the agency.
- They shall present a complete and accurate report of the finances raised by the Board of Trustees at each meeting of the members, or at any other time upon request to the Board of Trustees.
- They shall have the right of inspection of the funds resting with the Interlinked Foundation including budgets and subsequent audit reports.
- It shall be the duty of the Treasurer to assist in direct audits of the funds of the program according to funding source guidelines and generally accepted accounting principles.
- They shall perform such other duties as may be prescribed by the Board of Trustees or the President under whose supervision they shall be.

#### **Section 5. Election of Officers**

The Board of Trustees shall submit at the meeting prior to the annual meeting the names of those persons for the respective offices of the Board of Trustees. Nominations shall also be received from the floor after the report of the Board of Trustees. The election shall be held at the annual meeting of the Board of Trustees. Those officers elected shall serve a term of one (1) year, commencing at the next meeting following the annual meeting.

#### **Section 6. Removal of Officer**

The Board of Trustees with the concurrence of 3/4 of the members voting at the meeting may remove any officer of the Board of Trustees and elect a successor for the unexpired term. No officer of the Board of Trustees shall be expelled without an opportunity to be heard and notice of such motion of expulsion shall be given to the member in writing thirty (30) days prior to the meeting at which motion shall be presented, setting forth the reasons of the Board for such expulsion.

#### **Section 7. Vacancies**

The Board of Trustees shall also be responsible for nominating persons to fill vacancies which occur between annual meetings, including those of officers. Nominations shall be

sent in writing to members of the Board of Trustees at least fourteen (14) days prior to the next meeting at which the election will be held. The persons so elected shall hold membership or office for the unexpired term in respect of which such vacancy occurred.

## **ARTICLE VI. COMMITTEES**

### **Section 1. Committee Formation**

The board may create committees as needed, such as fundraising, public relations, data collection, etc. The board chair appoints all committee chairs.

# **ARTICLE VII. CORPORATE STAFF**

## **Section 1. Executive Director**

The Board of Trustees may hire an Executive Director who shall serve at the will of the Board. The Executive Director shall have immediate and overall supervision of the operations of the Organization, and shall direct the day-to-day business of the Organization, maintain the properties of the Organization, hire, discharge, and determine the salaries and other compensation of all staff members under the Executive Director's supervision, and perform such additional duties as may be directed by the Executive Committee or the Board of Trustees. No officer or member of the Board of Trustees may individually instruct the Executive Director or any other employee. The Executive Director shall make such reports at the Board and Executive Committee meetings as shall be required by the President or the Board. The Executive Director shall be an ad-hoc member of all committees.

The Executive Director may not be related by blood or marriage/domestic partnership within the second degree of consanguinity or affinity to any member of the Board of Trustees. The Executive Director may be hired at any meeting of the Board of Trustees by a majority vote and shall serve until removed by the Board of Trustees upon an affirmative vote of three-quarters (3/4) of the members present at any meeting of the Board. Such removal may be with or without cause. Nothing herein shall confer any compensation or other rights on any Executive Director, who shall remain an employee terminable at will, as provided in this Section.

## **Section 2. Effect**

Section 1 of this article shall remain inoperative until a vote of two-thirds (2/3) of the Board of Trustees to bring it into operation.

## **Section 3. Compensation**

No employee of the Organization may be compensated for their services; however, outside contractors may be compensated to perform any tasks seen fit by the Board. Such contracts shall be awarded in accordance with the provisions of Article VIII.

# **ARTICLE VIII. – Conflict of Interest and Compensation**

## **Section 1. Purpose**

The purpose of the conflict of interest policy is to protect this tax-exempt organization's (Organization) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

## **Section 2. Definitions**

### **A. Interested Person**

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

### **B. Financial Interest**

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- An ownership or investment interest in any entity with which the Organization has a transaction or arrangement;
- A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or;
- A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

## **Section 3. Procedures**

- **Duty to Disclose:** In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be

given the opportunity to disclose all material facts to the Trustees and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

- Determining Whether a Conflict of Interest Exists: After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.
- Procedures for Addressing the Conflict of Interest
  1. An interested person may make a presentation at the governing board or committee meeting, but after the presentation, they shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
  2. The Chair of the Board of Trustees or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
  3. After exercising due diligence, the Board of Trustees or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
  4. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested trustees whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.
- Violations of the Conflicts of Interest Policy
  1. If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.



2. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

#### **Section 4. Records of Proceedings**

The minutes of the governing board and all committees with board delegated powers shall contain:

- The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.
- The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

#### **Section 5. Compensation**

- A voting member of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

#### **Section 6. Annual Statements**

Each trustee, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- Has received a copy of the conflicts of interest policy,
- Has read and understands the policy,
- Has agreed to comply with the policy, and
- Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

### **Section 7. Periodic Reviews**

To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted, at minimum once per year. The periodic reviews shall, at a minimum, include the following subjects:

- Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

### **Section 8. Use of Outside Experts**

When conducting the periodic reviews as provided for in Article VI, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

## **ARTICLE IX. DISSOLUTION**

### **Section 1. Procedure for dissolution**

The Organization shall dissolve upon 3/4 (three-fourths) of approval of the Board of Trustees.

### **Section 2. Redistribution of Assets Upon Dissolution**

Upon the dissolution of the Organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

# **ARTICLE X. IDEMNIFICATION**

## **Section 1. General**

To the full extent authorized under the laws of the United States and the state of Oklahoma, the corporation shall indemnify any director, officer, employee, or agent, or former member, director, officer, employee, or agent of the corporation, or any person who may have served at the corporation's request as a director or officer of another corporation (each of the foregoing members, trustees, officers, employees, agents, and persons is referred to in this Article individually as an "indemnitee"), against expenses actually and necessarily incurred by such indemnitee in connection with the defense of any action, suit, or proceeding in which that indemnitee is made a party by reason of being or having been such member, director, officer, employee, or agent, except in relation to matters as to which that indemnitee shall have been adjudged in such action, suit, or proceeding to be liable for negligence or misconduct in the performance of a duty. The foregoing indemnification shall not be deemed exclusive of any other rights to which an indemnitee may be entitled under any bylaw, agreement, resolution of the Board of Trustees, or otherwise.

## **Section 2. Expenses**

Expenses (including reasonable attorneys' fees) incurred in defending a civil or criminal action, suit, or proceeding may be paid by the Organization in advance of the final disposition of such action, suit, or proceeding, if authorized by the Board of Trustees, upon receipt of an undertaking by or on behalf of the indemnitee to repay such amount if it shall ultimately be determined that such indemnitee is not entitled to be indemnified hereunder.

## **Section 3. Insurance**

The corporation may purchase and maintain insurance on behalf of any person who is or was a trustee, director, officer, employee, or agent against any liability asserted against such person and incurred by such person in any such capacity or arising out of such person's status as such, whether or not the corporation would have the power or obligation to indemnify such person against such liability under this Article.

## **ARTICLE XI. BOOKS AND RECORDS**

The secretary shall keep complete books and records of account and minutes of the proceedings of the Board of Trustees.

## **ARTICLE XII. AMENDMENTS**

### **Section 1. Certificate of Organization**

The Certificate may be amended in any manner at any regular or special meeting of the Board of Trustees, provided that specific written notice of the proposed amendment of the Articles setting forth the proposed amendment or a summary of the changes to be effected thereby shall be given to each Trustee at least three days in advance of such a meeting. No amendment may be proposed that is inconsistent with the laws of Oklahoma or the United States.

### **Section 2. Bylaws**

The Board of Trustees may amend these Bylaws by majority vote at any regular or special meeting. Written notice setting forth the proposed amendment or summary of the changes to be effected thereby shall be given to each Trustee within the time and the manner provided for the giving of notice of meetings of Trustees.

# **ARTICLE XIII. CODE OF CONDUCT**

## **Section 1. Purpose**

The code of conduct is a set of guidelines that all members of the foundation shall abide by, and all users of Organization services. It is intended to maintain a civil environment and assist in furthering our purpose.

## **Section 2. Applicability**

The code of conduct shall apply to all Organization members, trustees, and operators and users of foundation services and programs. It shall apply on any Organization-operated services and programs and Organization-owned property. Applicability is at the discretion of, in ascending order of precedence, authorized persons in a position to technically execute penalties, the person in charge of the service, or the vote of a simple majority of the board.

## **Section 3. Banned forms of conduct**

These forms of conduct are not permitted and will result in being removed from the Organization by determination of a board officer:

- Excessive advertising or spamming
- Flooding or similarly disruptive posting
- Badly-behaved or malicious bots on online assets
- Stalking, harassment, or bullying
- Threatening or advocating any grievous bodily or emotional harm
- Promotion of authoritarian or undemocratic forms of rule, including fascism and Stalinism
- Denial or skepticism that documented genocides, pogroms, or purges, have taken place
- Content that is prohibited in the United States or the state of Oklahoma
- Any sexual content (including artistic content) depicting anyone under 18, rape, or sexual assault
- Consistent patterns of bad-faith trolling

- Unauthorized distribution of any personal information or data
- Attempting to abuse the code of conduct, pursuing an issue that has been resolved to the Organization's satisfaction, pettifogging, or rule lawyering
- Unauthorized usage of Organization assets
- Any other bad-faith behaviour, at a board officers' or the Board of Trustees' discretion

#### **Section 4. External Conduct**

The following forms of conduct shall be removed insofar as possible within technical limitations if seen on Organization resources from external sources:

- Astroturfing
- Racial or ethnic slurs, if not part of a pattern of otherwise banned behaviour
- Uncivil, uncouth, rude, or bad-faith behaviour
- Refusing to end debate after being asked by the other party
- Bots that republish content without the permission of the original creators
- Untagged explicit content
- Propaganda
- Jingoism
- Advocating or promoting acts that are illegal in the United States or the state of Oklahoma
- Advocating extreme violence or armed insurrection
- Political extremism not otherwise prohibited
- Any other unwanted behaviour that is not necessarily in bad-faith but not desired to be associated with the Organization or its members or services, at a board officers' or Board of Trustees' discretion



## **ARTICLE XVI. ADOPTION OF BYLAWS**

We, the undersigned, are all of the initial trustees or incorporators of this corporation, and we consent to, and hereby do, adopt the foregoing Bylaws, consisting of the preceding pages, as the Bylaws of this corporation.

ADOPTED AND APPROVED by the Board of Trustees on this 11th day of December, 2017.

Elizabeth Myers

Elizabeth Myers, President - Interlinked Foundation

Lee Starnes

ATTEST: Lee Starnes, Secretary - Interlinked Foundation