

.....

# Bad Girls Bylaws

Authored and edited by the Board of Directors

.....

## Purpose

Bad Girls is a BDSM/Leather club for women and gender expansive\* individuals who find home in women's spaces. Bad Girls offers social and educational programming.

BDSM includes, but is not limited to, the consensual practices of bondage, discipline, sadomasochism, dominance and submission, role-play, power exchange, and fetishism. Leather culture is a living construct that is different for each person, overlaps may contain respect, honor, integrity, commitment, safety, community, and fun. This can include relational activities involving the creation, wearing, use of, and caring for leather and leather-like garments and tools/toys.

Bad Girls uses broad definitions of gender for our members and event participants. Our definition of women is inclusive of, but not limited to, cisgender, transgender, and intersex women. When we say gender expansive individuals this is inclusive of, but not limited to, nonbinary, gender non-conforming, agender, bigender, two-spirit, butch, femme, and many other identities. Bad Girls welcomes club members and participants 18 and over of all sexual orientations.

Bad Girls is not a political organization, although it may support organizations that work for causes such as the defense of sexual freedom and the empowerment of women and sexual minorities. Bad Girls strives to be an anti-racist organization, continuously working to dismantle identity-based oppression.

\* An expanded definition of the term "gender expansive" can be found in the [gender statement](#) of the Women's Flat Track Derby Association (WFTDA).

## Principles

BAD GIRLS' PRINCIPLES AS A CLUB ARE RESPECT, INTEGRITY, SAFETY, COMMUNITY, INCLUSION, EDUCATION, EMPOWERMENT AND HONOR.

**Respect:** We honor each person's unique experience and perspective and treat others with respect, even when we differ or disagree. We value the participation and experience of novices as much as that of more seasoned players.

**Integrity:** We practice honesty and accountability in our dealings with each other. We take full responsibility for our own feelings, needs, and choices. When we make a mistake, we admit it, learn from it, and make amends as needed.

**Safety:** While acknowledging that BDSM, like life, is inherently risky, we practice a high standard of care for our own and our partners' physical and emotional safety. This includes educating ourselves about safer BDSM practices and techniques, taking precautions against the spread of infection, respecting others' boundaries, and being honest about our own limitations.

**Community:** We seek to form a welcoming and cohesive community that engages with and gives back to the larger community around us. We cooperate and build bridges with other SM-related, women's, and sexual minority organizations. Placing fairness and community welfare before interpersonal conflicts, we avoid malicious gossip, scapegoating, and factionalism.

**Inclusion:** We try to provide accessible events and programs, and safer spaces for marginalized people within the kink community. This includes, but is not limited to, people of color, disabled individuals, people of various socio-economic groups, transgender women, intersex women, and gender expansive participants. If you feel that you belong here, you belong here. We recognize that there is an unfortunate history of exclusion and factionalism that has driven people apart and we actively work to welcome diverse members from various backgrounds and identities, and encourage all to become involved in leadership roles.

**Education:** We are committed to continually improving our skills, understanding, and self-knowledge around BDSM. We acknowledge that everyone, no matter what their level of experience, has things to teach and learn. Through our programming, we create opportunities for experiential learning that go beyond technique to touch on the spirit of what we do.

**Empowerment:** We affirm the validity of BDSM as a path to self-discovery, pleasure, intimacy, healing, and spiritual awakening. We support each member's right to explore and express their unique sexuality in any way that is consensual and causes no harm to others.

**Honor:** We endeavor to fulfill and stay true to the history, traditions and tenets of Bad Girls while we forge new ways to innovate, grow and maintain a vibrant club for all members.

## Board of Directors

Bad Girls is run by a Board whose purpose is to direct and carry out the activities of the club according to the official documents of the club. The Board collects input and feedback from the membership, at Board discretion, as needed to make decisions that serve and represent the interests of the group. Board members must uphold the traditions, policies, and principles that the club represents.

If there are actively serving Board members with intimate relationships (familial, romantic, or otherwise) outside the organization, only 1 of the affected members will hold the Chair, Treasurer, or Secretary position.

Board members with intimate relationships as defined above may not be so numerous as to be able to form a majority voting block in and of themselves.

The Board consists of up to seven directors. Chair, Treasurer, and Secretary are Board officers required to operate as a not-for-profit organization. These positions and names are displayed on all public records.

#### Elections

To seek election for Board office and to vote in elections, members must have passed the pledge period (3 months), must have successfully completed the probationary period (6 months), and must be full members. Once elected Board members begin service in February, overlapping with outgoing Board members for one month.

A call for candidates goes out to the members in December and elections are held in January.

The Chair or Vice Chair (whichever one is remaining in office during the upcoming year) administers the election, calls for candidates, distributes ballots, and tabulates election results.

A Board member is successfully elected by a majority vote of members. In case of a tie, the rest of the newly elected Board decides the election.

If one or more positions are unfilled, the newly elected Board members may voluntarily take on different roles so that crucial positions such as Chair, Secretary, and Treasurer are covered.

The Board may seek the assistance of any members with specialized skills to complete certain duties.

#### Term Lengths

Chair: A two-year term whose election term is offset with the Vice Chair, may only be held by one person for two consecutive terms.

Vice Chair: A two-year term whose election term is offset with the Chair, may only be held by one person for two consecutive terms.

All other Board positions serve one-year terms, may only be held by one person for two consecutive terms.

#### Removal of Board Members

Any Board member failing to fulfill their responsibilities as assigned by the Board or whose conduct seriously damages the club/goes against club principles, shall be subject to removal or reprimand by a majority vote of the remaining Board members.

A complaint about a Board Member can be made to the other Board members, by any member in good standing, at any time. Upon receiving a complaint, the remaining Board

members, with the accused Board member absent, will meet in Executive Session to review the complaint and decide next steps. At the following month's Board meeting, the complainant and the Board member who is under review will have the opportunity to present their arguments before the Board takes any action.

If a Board member is removed from their Board position, they may remain a Bad Girls member unless the Board decides that the problems were egregious enough to merit expulsion from the club. After removal from the Board, the member cannot run for any Board position for at least the next three years, and possibly even removed from Bad Girls membership altogether.

In the case of death, removal, or resignation of a Board member, a replacement shall be appointed to complete the current term by a majority vote of the Board members.

### Voting Process

Board meeting quorum (the number of Board members present at a meeting in order to conduct business) will equal one half the current Board membership, plus one ( $1/2 + 1$ ).

Where logistics and time pressure permit, the Board makes decisions in person and by majority vote with Chair as tiebreaker.

## Meeting Management

The Board meets once a month (at least eleven times annually). Meetings are organized and facilitated by the Board Chair. Meeting minutes are distributed to the membership by the Secretary within one week of meetings.

Special meetings of the Board shall be held at a time and place determined by the Board. Notice of such meetings, describing the date, time, place, and purpose of the meeting shall be delivered to each Board member personally, by telephone, text or email. Any Board member may request a special meeting; however, such meetings must be called by the Chair or Vice Chair. Special meetings are closed to membership and no minutes will be recorded.

The Annual Membership Meeting is organized by the Board and includes Board elections and annual charity selection. This meeting is only open to current club members and is typically held in the winter.

.....

Bad Girls  
Portland, Oregon

