

BYLAWS OF PACIFIC PARANORMAL INVESTIGATIONS



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ARTICLE I NAME AND JURISDICTION

Section 1: This organization shall be known as Pacific Paranormal Investigations. This document shall be officially known as the bylaws of said organization.

Section 2: The headquarters of this organization shall be located in the city of El Cajon, County of San Diego, State of California. The organization may have other branches as the directors and leadership deem appropriate.

ARTICLE II PURPOSE AND CODE OF ETHICS

Section 1: Purpose: The main goal of this organization is to assist clients with our services. We also endeavor to gather credible evidence by way of reliable scientific methods in order to contribute qualitatively to the field of paranormal research. We neither work with psychics nor conduct investigations using metaphysical methods (such as séances or Ouija boards). However, in the event that a case does appear to be genuine, strictly at the client's request we can recommend discreet independent services that may be metaphysical in nature.

Section 2: Paranormal Investigator's Code of Ethics: All members of this organization pledge to conduct themselves professionally at all times while on investigations or otherwise representing Pacific Paranormal Investigations. All members of this organization pledge the following:

- i. ***Physics before Metaphysics:*** members pledge to use the scientific method above all others in the collection, examination and analysis of data and evidence.
- ii. ***Substance Over Shadow:*** investigators will place greater value on the process of inquiry and reasoning than on their personal expression of faith, their belief system, their spiritual philosophy, or an avowed absence of these.
- iii. ***The Living before The Dead:*** members will at all times regard the needs and concerns of clients and colleagues as a greater priority than all other concerns of research and investigative practices.

- iv. **Credibility and Character:** members at all times during an investigation will safeguard the credibility of the organization by representing it with the highest standards of honesty, integrity and professionalism.
- v. **Courtesy and Custom:** while participating in any investigation, members will show sensitivity and respect for diversity in the client's culture, behaviors, ideologies, policies, rules, customs and personal wishes.
- vi. **Law and Order:** members will never compromise the investigation, the client or the organization by flouting or bending the laws of a state or a community.
- vii. **Comity and Compassion:** members will demonstrate collegiality with other team members and will respect the claims, doubts, concerns, fears and wishes of any client or other individual relevant to an investigation.
- viii. **Privacy and Propriety:** investigators will safeguard the confidentiality of all personal information, sensitive or otherwise, divulged by colleagues, clients, and relevant witnesses.
- ix. **Currency and Professionalism:** investigators will contribute meaningfully to the advancement of paranormal research by remaining current in the field and applying that knowledge to the methodologies of investigation and evidence assessment.
- x. **Knowledge Before Profit:** members will pledge to disclose fully any significant discoveries germane to the field of paranormal research, and to refuse to profit financially either by publishing, or preventing from publication, such discoveries.

Section 3: In observing our standards of investigatory practice and in conducting ourselves in all operations with integrity, respect and discretion, Pacific Paranormal Investigations strives for excellence among paranormal organizations. Furthermore, we guarantee the complete confidentiality of the client. Personal information or evidence contained within this report will not be posted to our website without express permission of the client to do so, and under no circumstances will the identity of the client or the location of a private venue be disclosed.

ARTICLE III

ELIGIBILITY FOR MEMBERSHIP

Section 1: Subject only to the specific conditions set forth hereinafter, any person of good character who has an interest in the paranormal shall be eligible for membership at the sole discretion of the directors and leadership.

Section 2: Any person expressing interest in joining this organization may become a member, regardless if the candidate is already a member, or will becoming members, of another vetted group, providing the candidate meets the following requirements:

- i. All members must be at least 18 years of age and possess a valid state issued ID or Drivers License prior to applying.
- ii. All members must complete and pass a verbal interview with the directors and leadership of this organization.
- iii. All members shall submit a digital photograph for inclusion on the membership roster.
- iv. All members must have their own form of transportation to and from all organization events.
- v. All members must agree to attend no less than 50% of all announced organization meetings, investigations, training sessions, research projects and other mandatory special events unless a waiver is granted by the directors and/or the leadership.
- vi. All members agree to dress appropriately for the event in which they are involved. This includes acquiring at minimum an official uniform shirt at the member's expense.

Section 3: No person shall be eligible for membership if they:

- i. Falsified any membership information.
- ii. Refuse to adhere to or abide by the established rules and protocols of this organization or its bylaws.
- iii. Refuse to obligate themselves to participate in scheduled investigations, meetings, evidence review, training sessions or other mandatory special events.
- iv. Advocate intolerance, class hatred, bigotry or discrimination.
- v. Has been convicted of a felony or other crime that has been deemed inappropriate for membership in the organization by the directors and/or leadership.

Section 4: Membership can be sanctioned or revoked if they:

- i. Do not attend 50% of all announced organization meetings, investigations, training sessions or other mandatory special events.

- ii. Divulge any privileged or confidential information, including that of other members, as well as any information gathered during investigations, research, meetings, training sessions or other special events with anyone who is not a member of this organization or its current allies. All information is to be considered privileged or confidential and should only be discussed within the organization.
- iii. Hack, sabotage, or tamper with PPI data, servers, website, and/or Facebook page, or other social media where PPI is represented.
- iv. Fail to act in a safe and professional manner during all events.
- v. Trespass or violate the law of any governmental unit during any event.
- vi. Demonstrate dishonesty or other behavior that could reflect negatively on this organization.
- vii. Falsify any records, research, investigation logs or evidence.
- viii. Violates any established rule or protocol of this organization or its bylaws.

Section 5: Progressive Discipline: Recognizing the purpose of disciplinary action is intended to correct the behavior of a member, the Principle of Progressive Discipline shall be used to deal with any violations of these bylaws. Disciplinary action shall progress if continuous violations occur within time limits specified below:

First Offense: Verbal Warning

The directors and leadership will meet with and discuss the offensive behavior of the member. If this is the First Offense within a four-month period, a verbal warning will be issued by the directors and the leadership.

Second Offense: Suspension

The directors and leadership will meet with and discuss the offensive behavior with the member. If this is the Second Offense within a four-month period, a written suspension will be issued by the directors and the leadership.

Third Offense: Termination

The directors and leadership will meet with and discuss the offensive behavior with the member. If this is the Third Offense within a four-month period, the member will be terminated from the group by the directors and the leadership. Reconsideration for membership shall be at the sole discretion of the directors and the leadership.

Previously issued disciplinary action shall be expunged from the member's record(s) after four months, and shall not be used for further disciplinary action under any circumstances.

It is recognized that some offensive behavior may be of a serious and willful nature, and warrant termination without adhering to the principle of progressive discipline. In such cases, the directors and leadership shall meet and agree on the terms and conditions of the disciplinary action, and the results will be made known to the group.

ARTICLE IV PROBATIONARY PERIOD

Section 1: All new members shall serve a 90-day probationary period upon acceptance into the organization. This probationary period may be increased or decreased at the sole discretion of the directors and leadership.

ARTICLE V MEETINGS

Section 1: This organization will hold regular meetings on a date and time and at a location that is announced in advance. This meeting will serve as an opportunity to interview potential members, discuss organization business, report validated evidence, further member training and other matters deemed appropriate by the directors and leadership.

Section 2: No guests or non-members are permitted to attend the aforementioned meetings unless cleared by the directors and/or leadership of the group.

ARTICLE VI MANAGEMENT & LEADERSHIP

Section 1: The leadership of this organization shall consist of Directors and selected team coordinators and managers, and shall be known as the "Core members."

Section 2: The Core members shall have the responsibility to make decisions for this organization by a vote or general consensus. All decisions of the Core members are considered final, but may be appealed in writing for reconsideration.

Section 3: The Core members shall appoint all leadership and support staff positions by a vote or general consensus in accordance with the provisions of the bylaws. There shall be no term limit on any position.

Section 4: The Core members and designated support staff positions are considered High Seniority positions regarding access to all organization information and priority on event rosters.

Section 5: Any member may apply for a vacant leadership or support staff position after they have completed their 90-day probationary period. All appointments will be made

based on the member's involvement in the organization and their willingness to assist fellow members.

Section 6: Leadership and support staff duties may vary. In general the following duties will be associated with the following positions:

- i. **Directors:** oversee daily operations of this organization; supervise all members, support staff, serve as webmaster and moderator of www.pacificparanormal.org and www.facebook.com/pacificparanormal; maintain trademark and copyright currency, organization P.O. box (or equivalent address), and domain services and utilities therein; maintain all membership records; analyze and validate evidence; guide and advise members in established rules and protocols of this organization and its bylaws; act as spokesperson(s) for the organization; organize investigations, research projects, meetings, training sessions or other special events; promote this organization in various forums and media outlets; maintain this organizations credibility; recruit new members and insure proper training standards; conduct evidence reveal with client and all other duties not inconsistent with the goals of this organization and furthering its interests.
- ii. **Core Members:** supervise all members, support staff; analyze and validate evidence; enact policy reforms, resolutions and amendments to the bylaws; maintain all financial records and administer any organization funds and property; preside over and/or maintain order during all investigations, research projects, meetings, training sessions or other special events; guide and advise members in established rules and protocols of this organization and its bylaws; guide and advise members in established rules and protocols of this organization and its bylaws; organize investigations, research project, meetings, training sessions or other special events; promote this organization in various forums and media outlets; maintain this organizations credibility; recruit new members and insure proper training standards; conduct evidence reveal with client and all other duties not inconsistent with the goals of this organization and furthering its interests.
- iii. **Lead Investigator(s):** serve as an advisor to the Core members; maintain order in investigations, research projects, meetings, training sessions or other special events; serve as a guide to investigators and probationary investigators and advise members in established rules and protocols of this organization and its bylaws; recruit new members and insure proper training standards; maintain this organizations credibility; analyze evidence gathered during investigations and report evidence gathered to the Core members or designee; all other duties not inconsistent with the goals of this organization and furthering its interest.
- iv. **Tech Manager:** maintain and operate all organization equipment and property; research scientific methodology behind the use of environmental monitoring equipment; serve as a guide to investigators and probationary investigators and demonstrate investigation techniques and methodology; maintain this organizations credibility; analyze evidence gathered during investigations and report evidence gathered to the Core members or designee; all other duties not inconsistent with the goals of this organization and furthering its interests;

- v. **Case Manager:** serve as exclusive point of contact with clients on all investigations; prepare official case report of current investigations and publish same on www.pacificparanormal.org prior to all investigations; report to Core members all pending investigation requests on a regular basis; analyze evidence gathered during investigations and report evidence gathered to the Core members or designee; all other duties not inconsistent with the goals of this organization and furthering its interest.
- vi. **Report Writer(s):** serve as a guide to investigators and probationary investigators and advise members in established rules and protocols of investigation techniques, methodology and evidence analysis; perform and record baseline environmental readings prior to commencement of investigation; analyze and compile all evidence gathered during investigations; prepare final report and findings of all evidence gathered during investigations; all other duties not inconsistent with the goals of this organization and furthering its interest.
- vii. **Investigators:** serve as investigators during official investigations; assist fellow investigators and probationary investigators and advise them in established rules and protocols of investigation; analyze and compile all evidence gathered during investigations, and provide copies of same to report writer(s) in a timely manner; assist tech manager in setting up and breaking down tech equipment before and after official investigations; analyze evidence gathered during investigations and report evidence gathered to the Core members or designee; all other duties not inconsistent with the goals of this organization and furthering its interest.

Section 7: Special consultants who are not necessarily members may be retained by the leadership of this organization. Consultants may be utilized for their expert opinions or talents to further the goals and interests of this organization.

ARTICLE VII EVIDENCE OWNERSHIP

Section 1: All evidence collected during an investigation including but not limited to: Audio, Photography, Video and sensor data is the property of the Pacific Paranormal Investigations Team—not the site owner/operator.

Section 2: All evidence collected may be considered for publication on the organization's website: www.pacificparanormal.org in training materials and other mediums as deemed appropriate by the directors and leadership and in accordance with the specifics of the Client Confidentiality Agreement.

Section 3: All evidence collected by members must be submitted to the Core members and Report Writer(s) in a timely manner for review and publication consideration in the Final Report. Members reserve all rights to any evidence they collect with their own equipment subject to the specifics of the Client Confidentiality Agreement.

ARTICLE VIII DONATIONS & FUNDING

Section 1: This organization shall not charge for any service that it provides.

Section 2: This organization shall accept donations of equipment to aid in furthering the goals and interests of this organization and its members.

Section 3: This organization shall accept, but not request, monetary donations to aid in furthering the goals and interests of this organization and its clientele.

ARTICLE IX OFFICIAL LOGO, MOTTO, & SEAL

Section 1: The official logo and seal of this organization shall be recognized and reproduced as follows:

- i. Element A, initials "PPI" in *28 Days Later* font (or facsimile), upper case;
- ii. Element B, the wording "Pacific Paranormal Investigations" in Franklin Gothic Medium or Franklin Gothic Book, title case;
- iii. Element C, the motto "Investigate • Evaluate • Educate," in Franklin Gothic Italic, title case, separated by bullets or hyphens.
- iv. Font Size Ratio of Elements A:B:C to be 12:2:1.

Section 2: All official logos and seals of this organization are trademarked in the U.S. (Reg. No. 3,913,967) and shall remain the property of this organization. This includes all official forms and documents, as well as other publications physical and/or electronic. The official logos and seals may not be reproduced in any form without the express written permission of the directors and leadership of this organization.

Section 3: 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 founder and leadership.

ARTICLE X AMENDMENTS

Section 1: These bylaws may be amended, altered, repealed or added to by the directors and leadership of this organization, subject to a vote of the members. Notice will be given to all members and an effective date for any amendments or changes.