

BENEVOLENT THUGGERY OF DRAGONBLIGHT

The Book of the Thugs

“In helping each other, we help ourselves.”

The Book of the Thugs is the guiding Constitution and Rules of the Alliance guild Benevolent Thuggery on the World of Warcraft Dragonblight realm. All contents copyright © 2008 Benevolent Thuggery. All rights reserved.

Document History

Date	Notes
October 13, 2008	<ul style="list-style-type: none">• Initial version
January 1, 2009	<ul style="list-style-type: none">• Amended Article 3.1.8 to allow Jr. Thug membership to other familiar relationships.• Minor reformatting updates.
January 18, 2009	<ul style="list-style-type: none">• Amended Article 4 Section 2 to better define the age and realm requirements• Amended Article 4 Section 3 to streamline the application and approval processes
February 12, 2009	<ul style="list-style-type: none">• Amended Article 4 Section 1 Paragraph 2 to clarify the exceptions allowed for toons in other guilds.
April 5, 2009	<ul style="list-style-type: none">• Added Article 4 Section 3 Paragraph 3 “Returning Members Fast Track Process”• Amended Article 4 Section 3 Paragraph 6 to align with the new returning member fast track process
July 16, 2009	<ul style="list-style-type: none">• Added new text for the introduction of the elected Ombudsman officer position.
Sept 14, 2009	<ul style="list-style-type: none">• Added language re-creating the second Raid Coordinator position previously removed when we created the Ombudsman
Dec 1, 2009	<ul style="list-style-type: none">• Restricted allowed ranks for Ombudsman position to Veteran only. Was “Veteran or higher”.
Nov 24, 2010	<ul style="list-style-type: none">• Major reworking of rank system: Introduced Benefactor, Removed Veteran, Replaced Technician with Thug, Removed Alt.• Changed new member application process to streamline the introduction of new members• Cleaned up Raid Loot Rules to remove the phrase “DKP”

Book of the Thugs

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Article 1. Goals, Objectives and Guiding Principles

Section 1. Mission Statement

1. To enable a fun, family-like atmosphere where mutual respect and personal responsibility allow everyone to enjoy the game at their own pace.

Section 2. Goals

1. To build long lasting friendships
2. To have fun as a group
3. To experience as much of the game as possible

Section 3. Guiding Principles

1. Open, respectful discussion and dissent is better than closed decision making
2. All rules and guidelines are meant to benefit the membership and not any other person or group.
3. No one person is more important than any other

Article 2. Behavior, Conduct and Discipline

Section 1. Code of Conduct

1. Public Representation of Benevolent Thuggery

All Thugs represent the guild in their interactions with other players and with the world. Inappropriate actions or those which will bring dishonor or disrespect to the guild may result in disciplinary action.

2. Acceptable Behavior

Thugs are expected to be at all times Fair, Considerate, Honorable, Responsible, and Respectful to other members, other players, other guilds and in any other interaction where they are a representative of Benevolent Thuggery.

Section 2. Disciplinary Actions

1. Sanction

Sanctions can include but are not limited to Raid Participation, Bank Access, and Forum Access.

2. Demotion

If a violation is deemed severe enough, the officer council may impose a demotion in addition to sanctions.

3. Expulsion

A member may be removed from the guild for any violation of the Code of Conduct or other Rules described herein.

Section 3. Disciplinary Hearing

1. Requesting a Hearing

Any full-member may request a disciplinary hearing in the event that an offense occurs. The accusing member must submit the request to the Officer Council via a private message on the guild forums. Within seven (7) days, the Officer Council will notify the accuser if their case will be heard. In the event that the case is accepted, the accused is also notified via private message on the guild forums and a hearing date is set.

2. Disciplinary Hearing Process

The disciplinary hearing will be held with a 50% quorum of the Officer Council, the accusing member and the accused member in attendance. A 2/3 vote of the Officer Council is required for a Disciplinary Action to be levied against a member. The decision of the Officer Council is final.

3. Defense in Absentia

If the accused member refuses to attend the hearing, the hearing may be held *in absentia* and any decision handed down is binding.

Section 4. Regular Meetings

1. The Officer Council shall meet monthly or as otherwise deemed necessary.
2. The Guild Membership shall meet every three months or as otherwise deemed necessary.

Article 3. Ranks

Section 1. Definition of Ranks

1. Guild Leader

- The Guild Leader is the Chairman of the Officer Council. As such the Guild Leader is an Officer who is responsible for making decisions when the officer council is unable to make a clear decision.
- The Guild Leader is selected from the Officer Council by a 2/3 majority vote of the Officer Council.

2. Officer

An officer is a member of the Officer Council, the group responsible for leading the guild.

- Selection of Permanent Officers - New permanent officers are nominated as-needed by the Officer Council and require a unanimous vote of the Officer Council for election.
- Selection of Guild Ombudsman - The Guild Ombudsman is elected by the guild membership in pursuance with Article 6 Section 3 after a suitable nomination period and with the additional restriction that nominations and voting are limited to members at the Thug Rank or higher. Nomination for election to Guild Ombudsman is only open to members with a

rank of Thug or higher. A member may not serve consecutive terms as Ombudsman. See also Article 3 Section 2 Paragraph 6.

3. Benefactor

- Benefactors are members who have shown a longstanding loyalty to the guild and a willingness to help others.
- Any member of Thug rank can be nominated to this rank. Any member can suggest/recommend a nomination, but formal nomination to this rank can only be made by a member of the Officer Council.
- A unanimous vote of the Officer Council is required to approve promotion to the Benefactor rank.

4. Thug

- Thugs are full-members who have passed through their Initiate trial period and passed their Initiation vote.

5. Initiate

- The Initiate rank indicates that the member is in a trial period where they and the guild are testing the fit of the new member in the guild. Initiates may not vote in any guild business requiring a vote.
- To be accepted into the guild at full Thug rank, the Initiate must pass a vote by the Benefactors and Officers.
- At any time during the Initiate period, a vote can be called by any member of Benefactor rank or higher.
- Every month, each member at Initiate rank will be reviewed by the Membership Coordinator. Those who have been at Initiate rank for at least 30 days will automatically have a promotion vote called for them.
- Promotion requires a minimum of 10 votes. Any more than 2 “No” votes will cause the motion to fail, and the member will be removed from the guild.

6. Junior Thug

- A Junior Thug is a member who does not meet our age requirement and is a legal dependent of a full-member. Junior Thugs are not full members, have no right to vote and have limited access to the guild resources.
- Junior Thug membership may be granted to other familiar relationships (e.g. niece, nephew, etc.) on a case-by-case basis. Such exceptions require unanimous approval of the entire Officer Council.
- Junior Thug membership requires the parent/guardian/sponsor to be a full-member in good standing.
- The Junior Thug’s membership is contingent on the membership of the parent/guardian/sponsor.

Section 2. Officer Roles and Responsibilities

1. Guild Leader

See Article 3, Section 1, Paragraph 1 for a description of Guild Leader roles and responsibilities

2. Treasurer
One (1) Officer will assume the duties of Treasurer. This includes the oversight of the guild bank, the loot accounting system and other related activities.
3. Recruiting and Admissions Officer
One (1) officer will assume the management of recruiting communications, applications management (as described in Article 4), etc.
4. Membership Support Officers
At least one (1) officer will assume support of membership coordination activities. This includes rank reviews and required call-to-votes, website rank and knowledge base management, and other membership support duties to be determined by the Officer Council.
5. Raid Coordinators
At least one (1) officer will assume the responsibility of managing, coordinating and planning our official guild raids. They will also assume responsibility and oversight of any designated Raid Leaders.
6. Ombudsman
The Guild Ombudsman is an elected position who serves a term of 4 months. The responsibility of this officer is to be the membership representative on the Officer Council. The Ombudsman is a full voting member of the Officer Council.

Section 3. Officer Tenure, Status, etc

1. Definition of Active Officer
An active officer is one who participates regularly on Officer Council duties and in their assigned role. They should be actively playing the game, participating in the forums and in other leadership duties.
2. Demotion of Inactive Officers
Any officer, who leaves the game, takes extended leave or otherwise cannot fulfill their duties as a member of the Officer Council, may be subject to demotion and/or replacement. The officer in question will be formally notified and given one (1) week to respond. A 2/3 majority vote of the Officer Council will be required for demotion. If the resolution is passed, the officer's new rank will be Thug and the member will be subject to all rules applicable to Thug, including Removal of Abandoned Members as described in Article 4.

Article 4. Membership and Recruiting

Section 1. All Characters in the Guild

1. Definition of the Requirement
All full-members must have all of their actively played Alliance characters which reside on the Dragonblight realm in the guild.
2. Exceptions
Exceptions to this rule may be granted by a majority vote of the Officer Council. Possible exceptions may include bank characters (e.g. private guild bank), inactive or abandoned toons,

or toons in PvP/Twink team guilds. Request for an exception must be made in writing on the guild forums.

3. Disciplinary Action

A member found in violation of this rule may be subject to disciplinary action as described in Article 2.

Section 2. Eligibility for Membership

1. Age Requirement

Benevolent Thuggery is an adult guild and require applicants to be over age 21. Exceptions to this guideline are granted at the discretion of the Officer Council based on factors such as family or real life friendships.

2. Realm and Faction Requirement

Benevolent Thuggery is an Alliance Guild on the Dragonblight server and membership is only open to people who play on that faction and realm.

Section 3. Applications and Approvals of New Members

1. Standard Application Process

- a. An applicant must completely fill out the Application Form. Incomplete applications may be rejected.
- b. The Application is reviewed by the Recruiting and Admissions Officer. Based on the application, the Recruiting and Admissions officer may choose to do a personal interview.
- c. Based on the application, interview and/or discussions with other members, the Recruiting and Admissions Officer can choose to accept or decline an applicant. They may optionally call for an Officer Council vote if they feel additional input is required.
- d. The results of the application will be posted in an appropriate forum for review by the Officer Council and the Benefactors.
- e. The new member's rank will be Initiate in accordance with Article 3 Section 1.

2. Family Member Fast Track Process

- a. For family members (spouse, child, etc.) of full-members, a fast track process can be used which shortens the process described above to only require that any officer review the application and speak with the sponsor member to confirm the relevant information. A full Officer Council vote is not required.

3. Returning Members Fast Track Process

- a. For former members whose account was removed pursuant to Article 4 Section 4 Removal of Abandoned Members, a Fast Track process can be used provided that at the time of removal they were of Thug or higher rank and that they have not subsequently joined any other guilds on any realm. The returning member must completely fill out the application and must be approved by unanimous vote of a quorum of the Officer Council.

- b. If prior to removal from the guild, the member submitted a Request for Time Off (RTO) in writing, on the guild forums, the vote can be omitted upon completion of the application and review by one member of the Officer Council.

Section 4. Removal of Abandoned Members

1. On a monthly basis, the in-game membership roster will be checked for Full-members who have not logged into the game on either their Main or an Alt for more than three (3) months.
2. Communication will be sent to the member via in-game mail and via a forum post informing them that their membership is subject to revocation.
3. If no reply is received by the Officer Council within seven (7) days, the member and all remaining alts will be removed from the in-game roster and their website account will be demoted to Non-Member status,

Section 5. Removal of Unplayed Alts

1. On a monthly basis, the in-game membership roster will be checked for Alts who have not logged into the game for more than one (1) month.
2. These alts will be removed from the roster with no penalty to the member.

Section 6. Returning Members

1. Members in who left the guild in good standing may reapply for admission at any time.
2. Returning member applications will be processed as described in Section 3 Paragraph 3.

Article 5. Gameplay

Section 1. Raiding

1. Raiding Requirements
Since the Thugs are a casual raiding guild that focuses on friendship and camaraderie first, raiding is NOT required of members.
2. Raiding Approvals and Signups
Raiding Approval and Signup Processes will be determined by the Raid Coordinator(s) and approved by the Officer Council. Changes to Raiding Approval and Signup processes will be announced to the members fourteen (14) days prior to enactment.

Section 2. Loot Rules for Non-Raid Events

Official loot rules for non-raid events (dungeons, PvP, world events, etc.) will be determined by the Officer Council and published on the guild website as appropriate.

Section 3. Loot Rules for Raid Events

1. Loot Rules
The Loot Rules for Raid Events will be defined by the Loot System in place at the time of the event. Please refer to the guild website for details on the active Loot System.

2. Changes to the Raid Loot Accounting System

Changes to the active Raid Loot Accounting system will be announced to the membership fourteen (14) days prior to enactment.

Section 4. Game Addons and Extensions

1. Required Raiding Addons

The Raid Coordinator(s) will maintain a list of Required Raiding Addons. This list will be prominently displayed on the guild website. All members are required to have working versions of all Required Addons installed and running before attending any in-game event.

2. Optional Addons

The Raid Coordinator(s) and Officers will maintain a list of Optional Addons that are recommended for optimizing your gameplay. This list will be prominently displayed on the guild website.

3. Illicit Addons and Hacks

Any addon, hack or extension which violates the Blizzard Terms of Service risks bringing dishonor and disrespect to Benevolent Thuggery. Usage of such addons or extensions may be subject to any of the actions described in Article 2.

Article 6. Rules, Laws and Amendments

Section 1. Jurisdiction

1. All rules, laws, guides, etc., including this document shall hold jurisdiction over members of the World of Warcraft guild named "Benevolent Thuggery" on the Dragonblight Alliance realm.
2. Any and all rules, laws, guides, etc. published, enacted or implied before the enactment of this document shall be considered null and void.

Section 2. Amendments

1. This document may be modified, annotated, clarified or amended by a unanimous vote of the Officer Council. Within three (3) days of modification, this document will be published to the membership and announced on the guild website.
2. Amendments and modifications may be submitted in writing by any full-member to a member of the Officer Council. Within thirty (30) days, the Officer Council will make a decision on the amendment or modification and notify the petitioner.

Section 3. Voting and Quorum

1. Quorum – For all votes taken, a quorum shall be required to ensure an adequate number of representatives have participated. Unless otherwise stated above, quorum shall be defined as follows:
 - a. Voting bodies with less than twelve (12) voters shall require the participation of at least 50% of eligible voters to establish quorum
 - b. Voting bodies with more than twelve (12) voters shall require at least eight (8) votes cast to establish quorum

2. Voting – All votes shall be taken via the guild forum unless otherwise indicated above.
3. Abstaining Voters – A voter who abstains (does not vote before the allotted time has passed) shall not contribute to the establishment of a quorum