

# **UNI PHI Communities Bylaws and Code of Conduct**

**Effective Date:** December 31, 2024

**Purpose:**

The Bylaws and Code of Conduct ("Bylaws and Code") establish the governance structure, rules, and behavioral expectations for all Members of UNI PHI Communities. These guidelines ensure a harmonious, safe, and productive environment, prevent conflicts, and uphold our mission across all Micro-Communities and Multi-Hundreds of Acres Properties. These rules apply across all UNI PHI Communities.

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## **Part 1: Community Bylaws**

The Bylaws outline the governance, decision-making, and operational framework for UNI PHI Communities.

### **1. Membership**

**1.1 Eligibility:** Membership is open to individuals or families who align with UNI PHI Communities' mission and values, as outlined in the Membership Contract. Purchasing a NFT, Lot, or Package provided through UNI PHI are the only ways to acquire membership.

**1.2 Tiers and Rights:**

- **Basic/ Workshare Members:** Access to temporary room & board, community amenities, to educational resources and community events. Limited Benefits
- **General & Retiree:** Voting rights in community governance, access to all Communities.
- **Lifetime & Premium Members:** Voting rights in community governance, access to all Communities.
- **1 vote per Household, Including Multiple Lot Owners.**

**1.3 Termination:** Membership may be terminated voluntarily with 30 days' notice or involuntarily after three (3) minor violations or one (1) major of the Bylaws and Code, as outlined in the Membership Contract. You have the right to terminate your membership at any time, UNI PHI reserves the first right to purchase your Community property at fair market value or within 3% above or below.

**1.4 Membership Review:** The Community Council (see Section 2) may review membership status annually to ensure alignment with community values.

## 2. Governance Structure

### 2.1 Community Council:

- A governing body composed of elected Standard Members and appointed leadership from UNI PHI Communities.
- UNI PHI is solely Responsible for overseeing community operations, approving major decisions, and enforcing the Bylaws and Code.
- Trustee Council elections occur bi-annually, with General, Retiree, Lifetime & Premium Members eligible to vote after one (1) year of residency.

### 2.2 Decision-Making:

- Major decisions (new amenities, purchases over \$5,000) require a two-thirds majority vote by the Community Council, after being brought before the community 30 days Notice with 14 days to respond & action being taken by the council to amend the decision.
- Minor decisions (e.g., event planning) may be delegated to subcommittees or community managers.
- Members may propose initiatives or amendments to the Bylaws through a formal submission process, reviewed by the Community Council & approved by UNI PHI.

### 2.3 Community Meetings:

- Regular meetings (quarterly or as needed) are held to discuss community matters, with attendance encouraged for all Members.
- Annual General Meetings are mandatory for General, Retiree, Lifetime and Premium Members to select candidates, elect Council members, and set goals. Review progress. Missing this meeting forfeits your vote.
- Community Events are not mandatory unless an Emergency occurs.

**2.4 Transparency:** Financial reports, meeting minutes, and major decisions will be shared with Members via a secure online portal or community bulletin & connected to the DAO being able to be viewed online.

## **3. Community Operations**

### **3.1 Resource Management:**

- Community resources (e.g., food, water, tools) are managed & maintained by UNI PHI with the community collectively to ensure sustainability and equitable earned access.
- Members must report resource usage through UNI PHI's designated tracking platform..

### **3.2 Chemical-Free Commitment:**

- All food production and agricultural practices must adhere to 100% chemical-free standards, verified by the community members, council, UNI PHI Leaders & 3rd party designated inspectors.
- Members must not introduce chemical-based products into community spaces.

### **3.3 Land and Facility Use:**

- Community properties (Micro-Communities and Multi-Hundreds of Acres Properties) are for shared use, with designated areas for farming, recreation, education, and residence.
- Members must obtain approval from the Community Council for personal projects modifications to community land only & not your own yard/lot.
- The amenities are open to all members.
- The workspaces & equipment are available through proper training by UNI PHI staff, once trained members have free use of those spaces and equipment.

### **3.4 Education and Skill-Building:**

- Educational programs (e.g., organic permaculture farming, self-reliance skills, financial literacy, Law, marksmanship, food storage, art, music, crafts) are free for All Members.
- Members are encouraged to contribute as teachers or mentors to foster a culture of shared learning.

### **3.5 Community Defense:**

- Optional defense training is available for free for all Members & their families who choose to participate in protecting community safety.
- All defense activities comply with local laws and will be coordinated by trained UNI PHI and community leaders.

## 4. Conflict Resolution

**4.1 Informal Resolution:** Members are encouraged to resolve minor disputes directly through respectful dialogue.

**4.2 Mediation:** If informal resolution fails, disputes are referred to a neutral UNI PHI Trained mediator and a Neutral Member of that community appointed by the Community Council.

**4.3 Formal Review:** Persistent or serious conflicts are reviewed by UNI PHI with the Community Council, which may issue warnings, require restitution, or terminate membership.

**4.4 Appeals:** Members may appeal Council decisions within 14 days, with final arbitration conducted by an independent third party & a Leader from UNI PHI Communities.

## 5. Financial Responsibilities

**5.1 Membership Fees:** Fees are payable as outlined in the Membership Contract and support community operations, food production, maintenance and education.

**5.2 Financial Oversight:** The Community Council oversees budgeting for community projects and ensures transparency through annual financial reports.

## 6. Amendments to Bylaws

**6.1 Proposal Process:** Members may propose amendments to the Bylaws via written submission to the Community Council's of all UNI PHI Communities

**6.2 Approval:** Amendments require a two-thirds majority vote by the Community Council representative for that community .

**6.3 Notification:** Members will receive 60 days' notice of proposed amendments and opportunities to provide feedback.

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## Part 2: Code of Conduct

The Code of Conduct establishes behavioral expectations to maintain a safe, respectful, and family-friendly environment.

### 1. Core Values

- 1.1 **Self-Reliance:** Members are encouraged and have the option of learning and practicing skills that reduce dependency on external systems.
- 1.2 **Integrity:** Honesty, transparency, and accountability guide all interactions.
- 1.3 **Respect:** Members treat others with kindness, valuing diverse perspectives while upholding community values.
- 1.4 **Sustainability:** Members prioritize chemical-free, environmentally conscious practices in all activities within the community.
- 1.5 **Family-Oriented Culture:** All actions and communications should support a safe, inclusive environment for families and children.

### 2. Behavioral Expectations

#### 2.1 Respect for Others:

- Treat all Members, visitors, shared property and community staff with courtesy and respect.
- Refrain from harassment, discrimination, or bullying in any form, including verbal, physical, or digital interactions.

#### 2.2 Community Safety:

- Report safety concerns (e.g., hazards, suspicious behavior) to community leadership immediately.
- Follow all safety protocols during community activities, including farming, defense training, and recreation.

#### 2.3 Environmental Stewardship:

- Adhere to chemical-free standards in farming, gardening, and personal product use.
- Minimize waste, conserve resources, and participate in recycling and composting programs.

#### **2.4 Conflict Prevention:**

- Address disagreements calmly and constructively, seeking mediation if needed.
- Avoid gossip, defamation, or actions that undermine community trust.

#### **2.5 Participation and Contribution:**

- Contribute to community tasks (e.g., maintenance, education, events) as required by membership tier. Workshare Members.
- Participation is not mandatory in any capacity within our communities, we value volunteerism.
- Optional: Share skills and knowledge to support the community's learning mission.

#### **2.6 Compliance with Laws:**

- All activities, including community defense, must comply with local, state/provincial, and federal laws.
- Members must report illegal activities to community leadership.

### **3. Prohibited Behaviors**

**3.1 Violence or Threats:** Physical violence, intimidation, or threats against individuals or the community are strictly prohibited. Major Violation

**3.2 Substance Abuse:** Use of illegal drugs or excessive alcohol consumption that disrupts community harmony is not permitted.

**3.3 Chemical Contamination:** Introducing chemical-based products (e.g., pesticides, cleaners, soaps) into community spaces is forbidden. Major Violation

**3.4 Disruptive Behavior:** Actions that disrupt community activities, such as loud disturbances, vandalism, or non-compliance with rules, are prohibited.

**3.5 Pet Policy:** All pets must be spayed or neutered unless breeding paper work is provided ahead of time. All pets must be kept in their yards or on a leash when moving through the community to a no leash area. You are solely responsible for any damages your pets cause to other members', families, property and community property and tourists within our community.

Livestock are treated as such and we encourage open herds within Farmsteads.

No Fighting Breeds Are Allowed On Our Property At Any Time.

**3.6 Public Nudity:** This is a family friendly community, what you do in Private is your own business.

**3.7 Breach of Confidentiality:** Sharing sensitive community information (e.g., defense plans, financial details) without authorization is prohibited. Major Violation

## 4. Enforcement

**4.1 Reporting Violations:** Members must report Code violations to the Community Council or designated leadership promptly.

**4.2 Investigation:** The Community Council will investigate alleged violations confidentially and fairly, with input from involved parties.

**4.3 Consequences:** Violations may result in:

- Verbal or written warnings.
- Temporary suspension of community privileges.
- Restitution for damages or harm caused.
- Termination of membership for severe or repeated(3) violations.

**4.4 Appeals:** Members may appeal enforcement decisions within 14 days, with final resolution through mediation or arbitration.

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## Part 3: Implementation and Acknowledgment

### 1. Distribution and Training

**1.1 Access:** The Bylaws and Code will be provided to all Members upon joining and available via a secure online portal & community bulletins.

**1.2 Training:** New Members must complete an orientation session covering the Bylaws and Code within 30 days of joining. 2 Hours

**1.3 Updates:** Members will be notified of updates to the Bylaws and Code with 60 days' notice and opportunities for feedback.

### 2. Acknowledgment

By signing below, I acknowledge that I have read, understood, and agree to abide by the UNI PFI Communities Bylaws and Code of Conduct. I commit to upholding the mission and values of UNI PFI Communities and contributing to a safe, self-reliant, and family-oriented community.

**Member Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**UNI PFI Communities Representative:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

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**Contact Information:**

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