

THE SATANIC TEMPLE

CODE OF CONDUCT



OUR SEVEN FUNDAMENTAL TENETS

- I.** ONE SHOULD STRIVE TO ACT WITH COMPASSION AND EMPATHY TOWARD ALL CREATURES IN ACCORDANCE WITH REASON.
- II.** THE STRUGGLE FOR JUSTICE IS AN ONGOING AND NECESSARY PURSUIT THAT SHOULD PREVAIL OVER LAWS AND INSTITUTIONS.
- III.** ONE'S BODY IS INVIOABLE, SUBJECT TO ONE'S OWN WILL ALONE.
- IV.** THE FREEDOMS OF OTHERS SHOULD BE RESPECTED, INCLUDING THE FREEDOM TO OFFEND. TO WILLFULLY AND UNJUSTLY ENCROACH UPON THE FREEDOMS OF ANOTHER IS TO FORGO ONE'S OWN.
- V.** BELIEFS SHOULD CONFORM TO ONE'S BEST SCIENTIFIC UNDERSTANDING OF THE WORLD. ONE SHOULD TAKE CARE NEVER TO DISTORT SCIENTIFIC FACTS TO FIT ONE'S BELIEFS.
- VI.** PEOPLE ARE FALLIBLE. IF ONE MAKES A MISTAKE, ONE SHOULD DO ONE'S BEST TO RECTIFY IT AND RESOLVE ANY HARM THAT MIGHT HAVE BEEN CAUSED.
- VII.** EVERY TENET IS A GUIDING PRINCIPLE DESIGNED TO INSPIRE NOBILITY IN ACTION AND THOUGHT. THE SPIRIT OF COMPASSION, WISDOM, AND JUSTICE SHOULD ALWAYS PREVAIL OVER THE WRITTEN OR SPOKEN WORD.

WHO WE ARE

The Satanic Temple (TST) is a religious organization dedicated to practicing and promoting individual rights. We do not subscribe to supernaturalism; therefore, we do not believe that Satan is a deity, being, or person. As an organized religion, we actively provide outreach and participate in public affairs where the issues might benefit from rational, Satanic insights.

OUR MISSION

TST facilitates the communication and mobilization of politically aware Satanists, secularists, and advocates for individual liberty. The mission of The Satanic Temple is to encourage benevolence and empathy among all people. We embrace practical common sense and justice. As Satanists, we all should be guided by our consciences to undertake noble pursuits guided by our wills. We believe that this is the hope of all humankind and the highest aspiration of humanity.

WHAT WE BELIEVE

TST practices non-theistic Satanism; we believe that religion can, and should, be divorced from superstition. As such, we do not believe in either God or the Devil as supernatural forces. We bow to no god or gods and can celebrate our outsider status. To embrace the name, *Satan* is to embrace rational inquiry removed from supernaturalism and archaic tradition-based superstitions. The Satanist should actively work to exercise critical thinking and sound judgment. Our beliefs must be responsive to the best current scientific understandings of the world - never the reverse.



OUR CODE OF CONDUCT

INTRODUCTION

The Satanic Temple (TST) is, first and foremost, a religious organization of diverse and engaged Satanists. TST is not a club, nor is it a hobby. Satanism is our religion, and being associated with TST has the potential to place you and those around you in danger by individuals who would seek to harm Satanists. Before continuing with membership or volunteering within TST, one must understand the risks of being granted official TST affiliation. To be associated with TST also means to agree to abide by a set of expectations to which all members and volunteers are held. These expectations exist to protect members and volunteers and also to protect the organization from unnecessary risk. We outline these expectations in this document: our Code of Conduct.

SCOPE

This Code of Conduct and the expectations outlined within apply to all members and volunteers of TST, including those who participate in any official capacity with a Congregation, campaign, or ministry. This Code of Conduct also applies to the various councils within TST (e.g., Ordination Council, Suryan Council) and any group that provides a broader function within or service to the organization (e.g., IT, security).

Being an official member or volunteer of TST also means being responsible by professionally representing TST when interacting with others. This Code of Conduct applies to all conversations, correspondence, and social media actions. This applies when interacting with fellow Satanists, non-Satanists, dissenters on social media, and with the general public.

PRIVACY

TST values the privacy of its members and will not disclose membership status with outside organizations, places of employment, or media outlets who may inquire. TST will never disclose a member's name or volunteer without their explicit permission unless otherwise compelled to do so. In such instances, information such as names and best-known geographical locations may be shared with local authorities for the purpose of safety and security.

SECURITY

Being associated with TST (and generally being a Satanist) means potentially being targeted by TST's various political, social, and scientific opponents. We have publicly confronted hate groups and extremist groups that actively work to expose and harm Satanists. Members and volunteers are encouraged to prioritize their personal safety in any situation that would otherwise jeopardize personal safety.

SENSITIVE INFORMATION

It is the responsibility of every member and volunteer of TST to take steps to protect sensitive information. Sensitive information includes personal information related to fellow Satanists in TST, as well as information related to how TST operates and functions, including internal policies and procedures. The practice of "doxxing" (publishing private or identifying information about a particular individual on the internet) is prohibited.

BEHAVIOR & CONDUCT

SOCIAL MEDIA

On the internet, tone is easily mistaken, and discourse can quickly turn hostile. While you are not required to agree with or get along with everyone on the internet, in the capacity that you are associated with TST, you implicitly represent TST and are required to pick your language judiciously and actively discourage combative dialogue.

While being a Satanist means one may offend others at times, either with one's beliefs or words, members and volunteers of TST must not harass or bully others in person or online. A Satanist should strive to be a role model of rational and sound behavior. Behavior that is repeatedly combative, dismissive, unapproachable, and generally unpleasant does not accord with our Tenets. Moreover, such behavior violates our Code of Conduct. By agreeing to adhere to the Code of Conduct, you also agree to adhere to the TST Social Media Policy.

IN-PERSON EVENTS

When attending in-person events such as meet-n-greets, rallies, and public-facing congregational activities, you will be representing TST with your words, actions, and appearance. You are expected to uphold the Code of Conduct and conduct yourself in accordance with our Tenets.

REPRESENTING TST

Only officially recognized media liaisons and spokespersons are authorized to provide statements on behalf of TST. Consequently, you should not appear in videos, documentaries, news/media broadcasts, or in any public capacity that would give a public appearance of officially representing TST unless leadership explicitly authorizes such appearances. This restriction includes participating *as a member of TST* in AMA (ask me anything) forums,

appearing in school or higher education-related interviews/projects, and making statements to the media.

CONFLICTS OF INTEREST & DATING IN THE ORGANIZATION

Members and volunteers should actively avoid situations which may present a conflict of interest to TST. This may include operating a company, organization, charity, or religious affiliated group that has the potential to compete with or disparage TST; it may also include managing platforms that could be confused as being affiliated with TST.

Satanists in a position of leadership are expected to practice good judgement, which may include refraining from dating those who operate within their respective groups. Generally, conflicts of interest are prohibited, must be declared, and productively resolved. Refer to the Conflict of Interest Policy for more information.

REPORTING CONCERNS

Those concerned about a fellow member or volunteer should first go to their respective group leadership (e.g., Congregation leader, campaign director, etc.) to discuss the matter and attempt to resolve the concern.

Those with a concern regarding an operational or procedural matter as it relates to a Congregation are encouraged to contact the Concerns Committee at: TBD

Those with a concern regarding a potential Code of Conduct or organizational policy violation may file with Suryan Council here: <https://forms.gle/OvnjYzMAQ3W9MXox6>

TST prohibits retaliation, including against external, potentially non-TST affiliated individuals. TST defines retaliation as any adverse action as the result of an individual

filing a concern in good faith or an individual participating in an investigation.

SEXUAL HARASSMENT

Sexual harassment within TST is strictly prohibited. Sexual harassment may include unwelcome physical contact, repeated unwanted advances, suggestive comments or language, and any unsolicited attention of a sexual nature. Allegations of sexual misconduct should be directed to Suryan Council (TST's HR group). Members found to violate the Sexual Harassment Policy are subject to having their membership revoked indefinitely. Members or volunteers convicted of sexual crimes (e.g., sexual assault, sexual battery, rape, any conflict-related sexual violence, and any sexual crime related to a minor) must report their conviction status to Suryan Council. Failure to report a conviction (including a plea of nolo contendere) may result in permanent removal from TST.

DISCRIMINATION

Discrimination on the basis of membership in a protected, marginalized, or traditionally underrepresented class will not be tolerated. Specifically, but not exhaustively, such classes include religion, race, national origin, ethnicity, skin color, age, sexual identity, sexual orientation, gender identity, sex, pregnancy, familial status, disability, veteran status, and genetic information.

Members are discouraged from engaging in speech that ridicules or dismisses others, including theists and non-TST Satanists, simply based on their religious affiliation. Beliefs are not exempt from critical, rational scrutiny. Still, we must not engage in the sort of ad hominem attacks to which our opponents resort when they dismiss us simply in virtue of our religious affiliation. TST promotes viewpoint pluralism, which is inconsistent with silencing or dismissing voices simply because they differ from our own.

POLITICAL ACTIVITY

TST is a 501(c)(3) tax-exempt non-profit organization. Currently, the law prohibits

political campaign activity by charities and churches by defining a 501(c)(3) organization as one "*which does not participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office,*" (<https://www.irs.gov/newsroom/charities-churches-and-politics>). As well, per the Johnson Amendment, clergy (e.g., Ministers of Satan) are not allowed to endorse candidates from the pulpit. Members and volunteers can, however, advocate for or against issues and legislation being discussed within the political arena.

Members and volunteers within TST are not allowed to campaign or participate in partisan activities *on behalf of or in representation of TST*. While we champion Enlightenment and progressive ideals, there is enough conceptual room in TST for a range of political party affiliations and policy positions among its membership; we should not encourage the perception that TST promotes a particular party's political platform.

Members and volunteers may not solicit others within TST to donate to PACs, political parties, or candidates for public office. Members may not, without prior consent from Executive Ministry, engage in activities as agents of TST or participate in any group within TST, where such activities imply or encourage the impression of collaboration or official alliance with non-TST entities, even when the aims and values of those entities appear clearly aligned with those of TST. *Mutatis mutandis*, the same applies to public disparagement or endorsement of non-TST entities. This restriction also applies to participation in any activity executed by a Congregation, regardless of whether it is declared to be an "official" activity or not. The activities of outside entities are not subject to the approval of TST and so there is no way to ensure their aims and values will continue to align with those of TST, and that the activities of those groups will continue to align with TST's best interests. Hence, to the extent members and volunteers choose to support outside entities, causes, and campaigns, they must do so as private individuals, neither purporting to represent TST or any of its member groups, nor implying such representation.

SUSPENSION OR REMOVAL OF MEMBERSHIP / VOLUNTEERSHIP

Depending on the severity of the infraction, a member or volunteer may be suspended or permanently removed from TST. Only Suryan Council and Executive Ministry have the authority to execute or reverse an organization-wide ban; a particular group, e.g., a Congregation, may, without Suryan Council intervention, ban or remove a member or volunteer from that specific group.

INTERNAL GROUPS

TST comprises a variety of groups and councils, all performing a specific function or organizing community events in accordance with our Mission.

- **EXECUTIVE MINISTRY (EM)**
 - Executive Ministry is made up of TST co-founders Lucien Greaves and Malcolm Jarry. Note that EM enforces compliance with this Code of Conduct among its members.

- **ORDINATION COUNCIL (ORDCO)**
 - Ordination Council provides oversight for TST's Ministry program. OrdCo can be contacted at Ordination@TheSatanicTemple.com.
Official website: <https://ordained.satanicministry.com>

- **SURYAN COUNCIL (SURCO)**
 - Suryan Council provides unbiased and independent Human Resource and investigative support to TST and the various groups it comprises. SurCo is responsible for implementing and enforcing TST-wide policies, including the Sexual Harassment Policy, Conflict of Interest Policy, and TST's Code of Conduct. SurCo can be contacted at SuryanCouncil@TheSatanicTemple.com.
 - Note that all members and volunteers are expected to cooperate in ongoing SurCo investigations. Refusal to cooperate, including obstructing an investigation, may be considered a violation of the Code of Conduct and therefore may result in disciplinary action up to and including removal of TST membership/volunteership.

- **CONGREGATIONS**
 - Congregations, previously known as "Chapters," are officially recognized local Satanic communities who find common ground in the Tenets of TST, as well as have a vested interest in Satanic religious expression and plurality. Congregations foster groups of like-minded individuals who value self expression, personal sovereignty, and Satanic values of different stripes.
Official website: <https://thesatanictemple.com/pages/find-chapter>

- **CAMPAIGNS**
 - TST initiates various campaigns in accordance with our mission. TST's campaigns are responsible for coordinating TST community events and spearheading activism that protect TST members' religious rights.
Official website: <https://thesatanictemple.com/pages/ongoing-campaign>

SATANIC MINISTRY

REGARDING THE CODE OF CONDUCT AND MINISTERS OF SATAN

Though not official spokespersons for TST, ministers of Satan are the embodiment of TST's status as a religious organization. A Minister's conduct reflects the integrity of the Ordination Program and the dignity of TST and its Ministry. When a Minister of Satan fails to comport themselves in a manner consistent with TST's Code of Conduct, that Minister undermines their credibility and integrity, which, in turn, can potentially harm the good name of TST and its clergy. Conversely, when a Minister of Satan fulfills their ministerial activities responsibly and contributes to the wellbeing of our community, their actions vindicate the elevated esteem accorded to Ministers. Because Ministers of Satan operate in a unique role as religious leaders and showcase the Seven Tenets and Mission of TST in action, they are held to a higher standard than members who are not ordained. Note that enhanced expectations pertain to the conduct of Ministers in all their interactions with fellow TST members, the broader Satanic community, and, of course, especially, in the fulfillment of their ministerial duties. Ministers of Satan who violate the Code of Conduct are subject to revocation of their ordination status, i.e., the title of "Minister of Satan," as well as any position for which being a Minister of Satan is a necessary condition, e.g., being the official leader of a Congregation. Ministers of Satan may also have their ordination revoked for conduct not explicitly covered in this Code of Conduct but which the Ordination Council deems to be unbecoming of a Minister of Satan or a threat to the integrity of TST Ministry. Behavior that would be deemed a threat to the integrity of TST Ministry includes but is not limited to:

- Sharing protected materials that are part of the ordination curriculum,
- Subverting members' good-faith efforts to enroll in the Ordination Program,
- Writing a "Letter of Approval" in bad faith, e.g., knowingly misrepresenting a candidate's suitability for ordination,
- Using one's status as a Minister of Satan for personal gain in such a way that constitutes a conflict of interest with TST (note: honoraria for approved services do not constitute such a conflict of interest),
- Propagating gossip that could undermine the legitimacy of TST Ministry or the integrity of specific Ministers (note: if you have credible reservations regarding a Minister of Satan, you should make these reservations known to Ordination Council and, if a violation of the Code of Conduct is suspected, Suryan Council),
- Using one's status as a Minister of Satan to undermine TST leadership, e.g., unless officially recognized as such, Ministers of Satan are not to be regarded as Congregation leadership or encourage the impression (through action or inaction) that they are Congregation leadership,
- Using one's status as a Minister of Satan as a platform from which to represent, without explicit authorization, any entity of TST, including Ordination Council, congregation leadership, Executive Ministry, etc.,
- Performing rituals without the required authorization from Ordination Council,
- Sowing discord in communities where one is recognized as a Minister of Satan,
- Failure to report a violation or credible suspicion of a violation of TST's Code of Conduct.

CODE OF CONDUCT AGREEMENT

All matters, policies, and positions outlined in this Code of Conduct are meant to provide a framework of the general expectations upon all official members and volunteers of TST. However, this document should not be considered all-inclusive, and its contents are subject to change by Suryan Council and Executive Ministry at any time.

By signing below, you agree you have fully read this Code of Conduct, respect and adhere to this Code of Conduct, and apply the Tenets in all facets of interaction, decision-making, and involvement with TST.

GROUP MEMBERSHIP

(INCLUDE LOCATION IF PART OF A CONGREGATION)

NAME

SIGNATURE

DATE
