



Order of the Crows

Code of Conduct

The Order of the Crows is a non-profit priesthood dedicated to the Morrigan. We are committed to providing safe space to anyone who wishes to study the beliefs, practices, mythology, and culture of the ancient Celts; to providing sanctuary, healing and support to the community through acts of public service; and to welcome all who wish to learn about the Morrigan.

The work of The Order of the Crows will remain focused on the Morrigan and the Tuatha Dé Dannan. However, respect should be given to other beliefs and practices no matter what those are. The exception to this is any belief predicated on prejudice, discrimination, or the dehumanization of other groups.

The Order of the Crows respects and welcomes all peoples in accordance with our Statement of Diversity and Inclusion. Because our primary purpose is to provide safe space, we expect members to honor and respect each other's personal sovereignty. We also expect members to be disciplined enough to be self-regulating and honest enough to gracefully hold each other accountable according to the guidelines and expectations set forth within spaces under the purview of the Order of the Crows.

Violation of the terms below will be addressed as they arise. Severity of the infraction will be evaluated and may be subject to mediation without fear of retaliation. Consequences of consistent or deliberate ethical failures include formal censure, revocation of office, suspension from public activities, dismissal from the priesthood, and criminal prosecution.

The Order of the Crows is committed to honoring the following core values:

Sanctuary and Guardianship:

We seek to provide and maintain safe space for anyone who needs it while also providing safe space to learn about the Morrigan and to participate in events of devotion in Her honor.

Education:

Our intention is to cultivate intuitive insight while teaching and promoting academic study and accurate knowledge about the Morrigan and devotional polytheism.

Spiritual Path:

We work to develop a deeper connection to our individual spiritual paths, our connection to the Morrigan as a priesthood, and our connection to our community by performing acts of service in Her honor.

Community Service and Warriorship:

We offer spiritual and healing services to the land and our community. We also seek to advocate for, provide support to, and promote the sovereignty of marginalized individuals, communities, and cultures through awareness and acts of activism.

Statement of Diversity and Inclusion:

The Order of the Crows holds in highest regard open-mindedness and hospitality. As such we have a zero-tolerance policy towards racism, religious intolerance, intolerance towards magical and spiritual practices, sexism, transphobia, ageism, homophobia and all other forms of discrimination. We welcome and invite all people who feel called to study and work with the Morrigan. If you ever encounter any form of harassment or feel unsafe in our space, please bring it to the attention of leadership by emailing us at Info@orderofthecrows.org. All members of The Order of the Crows have agreed to the above statements and will assist in making our members feel safe and supported by providing space for listening without unsolicited advice, space for the sharing of personal experiences or ideas, and by taking action when problematic behaviors arise.

Substance Use Policy:

In accordance with our core values and to maintain safe space for participants at all of our events, the Order of the Crows asks that you refrain from substance use during group ritual and events. There may be alcohol available for offerings to our guardians and the Morrigan during ritual, but we will not be consuming it. We will also have non-alcoholic offering options available for ritual, and we will operate in substance-free spaces for our other in-person or virtual events.

Safe Space:

The Order of the Crows defines safe space as an environment either online or in person that is aligned with our Statement of Diversity and Inclusion. A safe space is a place for people to participate in religious activities that may be private or personal in nature, without fear of exposure or judgement.

Open-Mindedness:

We are all at different stages of knowledge, understanding and experience. Please maintain respect and allow space for questions made of sincere inquiry. Please know that in this group we will be focused on historically accurate lore and practices, to the best of our ability, and we will occasionally redirect any discourse that strays too far from this. There is room for personal gnosis; however, we will strive to ensure the accuracy of the information provided about the Morrigan, the Tuatha Dé Dannan, and the relevant Celtic cultures of the Iron Age.

Confidentiality:

Any personal information or experiences that are discussed in our rituals, private meetings, or online discussion groups must NOT be shared outside the group without the express permission of the individuals present in those groups. This includes personal information, prayer requests, and spiritual experiences. Exposure of anyone's personal information or experiences without their express consent is grounds for immediate removal without due process.

Sovereignty and Boundaries:

The Order of the Crows respects and welcomes all peoples in accordance with our Statement of Diversity and Inclusion. We also respect the sovereignty of spirits, ancestors, the Gods, and the land itself.

Each individual is their own sovereign and as such has agency and the freedom to make their own choices about any part of their path in life no matter what another individual may feel about it. While it may be tempting, please do not offer advice unless someone asks for it or ask for their permission before sharing. Unsolicited advice fundamentally diminishes a person's sovereignty by casting them as helpless and as a victim.

Remember that we cannot affect change in another person without their permission. Honor the fundamental agency of all beings, whether corporeal or not. Be aware that some individuals may not be ready for the guidance and service we offer and some may be acting on what they believe are good intentions for themselves or others. Every person is healing, learning, and growing in their path and if we interfere without permission, we could be interfering with their own work in addition to crossing their boundaries.

Having said that, please do not make the assumption that others will know what your boundaries are or what you may need. Respect your own boundaries and those of others. Learn to recognize the cues that help identify when a boundary is being encroached upon or violated. If you are unclear, find the place and time to tactfully ask. Ask for help and advice when you need it and speak clearly about your boundaries. Encourage others to do the same.

Every person has a fundamental right to privacy and sexual boundaries. We are a sex-positive organization, which includes the principle that all parties to a sexual encounter must give enthusiastic and informed consent to that encounter.

Practice discernment. Learn to recognize the difference between self and not-self on physical and non-physical levels. From this, all other kinds of discernment follow. Do not mistake your own feelings, desires, and prejudices for those of the Gods.

Personal Responsibility:

The Order of the Crows is a priesthood dedicated in service to the Morrigan and some of us may or may not have qualifications to provide mental health, substance use, or other healing services. As a whole, though, we are not a substitute for certified professional care. We ask that you take responsibility for your needs in these areas to the best of your ability.

Expectations:

In accordance with our values and our statement of diversity and inclusion, The Order of the Crows expects individuals to act with dignity, tact, and grace, and to commit to an awareness of the concepts and expressions of privilege and intersectionality.

We also expect our members to maintain community through open communication and to act with honesty and integrity. Be forthright. Face problems directly, without attempting to avoid discomfort or responsibility. Be accountable without blaming or justifying. Do not attempt to minimize your actions regardless of how the consequences turn out. Exercise self-discipline.

The following behaviors are specifically prohibited. This list is not all-inclusive and may be updated by leadership as needed.

- Any behavior that violates our statement of diversity and inclusion
- Abusive language towards other members including verbal, physical, mental, and sexual harassment
- Any language that is shaming or discriminatory towards another person
- Any language that is meant to harm or be exclusive, such as bullying and gossip
- Discourtesy or rudeness
- Conduct that endangers the safety, health, or well-being of others
- Conduct that could be considered malicious, manipulative, or taking advantage of others

Conclusion

These ethical guidelines can frequently come into conflict with an individual's personal desires, comfort, and cultural or psychological habits. A member of The Order of the Crows should consider that any action of value requires hard work.

As individuals move through the levels of involvement in The Order of the Crows, they will be expected to commit to these values and guidelines with an increased understanding and embodiment of them. Leadership is also held accountable for the expectations set forth in these guidelines.

Finally, remember that one's actions are always seen as reflecting on the priesthood, whether or not one is acting in an official capacity. A priest can never truly take off the vestment.

By signing below, members of The Order of the Crows, at any level of membership, agree they will abide by the Code of Conduct as it is included in this document.

Member – The Order of the Crows

Date