



Code of Conduct

In an effort to provide all FindersCreepers Team Members with a safe and enjoyable environment in which to conduct our research and investigations, the following Code of Conduct has been developed.

FindersCreepers members will make every effort to follow our current Investigation Standards as listed on the Investigation Standards Form. These Standards exist to ensure the safety of our team members, as well as the credibility of all evidence the team gathers during our paranormal research and haunting investigations.

FindersCreepers members will always obtain permission from the appropriate property owner or trustee prior to investigating any location. FindersCreepers members will never trespass under any circumstances. This is non-negotiable.

FindersCreepers members must treat other team members with respect. If you have a problem with another team member, please try to settle it between yourselves outside of an investigation. If you have an issue that you cannot resolve amongst yourselves, please discuss it with a senior team member, Lead Investigator or the teams Director. Under no circumstances will any team members argue or debate issues in front of any of our clients.

FindersCreepers members must maintain a professional attitude and demeanor during investigations, or at any other time FindersCreepers members are representing the team.

FindersCreepers members need be on time to investigations. Arriving late to an investigation is inexcusable, as it reflects poorly on the team in the eyes of the client who has asked us for our assistance at their home or business.

The FindersCreepers team should not grow to more than 10 active investigators. Active investigators have priority over reserve investigators when choosing who will go on investigations with a limited number of spots available. Active investigator status is assigned to those members who are:

- Actively participating in FindersCreepers meetings, activities and investigations.
- Participating frequently and constructively on the FindersCreepers Forum.
- Proactively studying and seeking knowledge about all unexplained and paranormal phenomenon.

- Assisting the teams Webmaster in the promotion of the teams website by placing links to <http://www.finderscreepers.org> on any social networking sites they may maintain, and/or in any other means they have at their disposal.*
- Assisting the teams Public Relations Manager in securing leads to new investigations.
- Assisting the teams Case Detective as we perform research on locations prior to the actual on-site investigation.

If we have not heard from a FindersCreepers member, and he/she has not attended any FindersCreepers activities or investigations for a period of two months, they will be placed on reserve status and a replacement will actively be sought for their investigator position.

All FindersCreepers members will keep up-to-date on FindersCreepers activities and investigations by frequently visiting the "Members Only Area" of the FindersCreepers website.

FindersCreepers members must keep their e-mail and telephone number information up-to-date with the teams Director, Tim Doyon.

FindersCreepers investigators, both active and reserve, are encouraged to purchase and maintain their own personal paranormal investigation equipment.

At the end of every investigation, it is essential that all team members retrieve and analyze all data collected by the team and have your results ready to present and discuss with other team members within a week's time. Investigators will provide an Investigator's Summary on our "Members Only Area," recording their anecdotal experiences, observations, as well as their thoughts, opinions, and conclusions regarding the investigation.

Any data and/or information, (including but not limited to photos, videos and audio) obtained during an official FindersCreepers investigation are to be considered co-property of the individual investigator and the Director of FindersCreepers and will remain as co-property in the unfortunate event that a member is dismissed or decides to terminate his or her association with FindersCreepers, or if FindersCreepers ceases to exist as an entity altogether.

All team members are asked to contribute \$20 a month to a general fund that is used at the discretion of Founder Tim Doyon to pay for website fees, group equipment, administrative costs, research materials, membership fees for national or state organizations, or any other costs generated by the operation of FindersCreepers. This general fund and all equipment, property, and benefits purchased with money from the general fund belong to the Teams Founder, Tim Doyon. In the unfortunate event that a member is dismissed or decides to terminate his or her association with FindersCreepers, or if FindersCreepers ceases to exist as an entity altogether, all group equipment, property, and benefits purchased with money from the general fund will remain the property of Tim Doyon, and all personally owned equipment will remain the property of the individual investigators.

A serious violation of the Standards or Rules can result in a dismissal of membership from FindersCreepers, or a temporary revocation of "active" status. A decision to

dismiss or revoke active status is to be made by our Founder, Tim Doyon after a thorough review of the situation. The following violations will result in an immediate and permanent dismissal:

- Founding, forming, building, or joining another paranormal investigation group in the Central Oklahoma Vicinity, or any group that has goals or purposes that put it in competition with FindersCreepers in any way, or any group that threatens the best interests of FindersCreepers.
- Divulging privileged and/or confidential information regarding the location of an investigation outside of FindersCreepers.
- Knowingly falsifying any evidence or any attempt to undermine the credibility of the group in any way.
- Holding materials gathered at an official FindersCreepers investigations without bringing them to the group or providing them on the website.
- Possessing any illegal weapon during an investigation.
- The consumption or use of any alcohol or mind-altering drugs prior to or during an investigation.

The FindersCreepers name, logo, website, and investigation reports are owned and controlled solely by our Founder, Tim Doyon. Important organizational decisions and membership issues will be resolved as such: Time allowing, input on such matters will be sought from all active FindersCreepers members, with a final decision being made by Tim Doyon. In the case of everyday organizational matters, a consensus of the core member team will be used to help decide such matters whenever possible.

*When linking to the FindersCreepers website, please use the following information:

FindersCreepers
<http://www.finderscreepers.org>

FindersCreepers is a non-profit group based in Central Oklahoma that specializes in Paranormal Research, Ghost Hunting and Haunting Investigations .