



Report on Determination

Ad Hoc Grievance Committee II

Regarding formal complaints against MistressJenn

Statement of Fact

Several attempts to establish a dialogue with MistressJenn via email, phone and digital messaging systems during July and August of 2014 failed to garner any response from her. It was decided at the September 2014 Board of Directors meeting that a registered letter would be sent via USPS, and this was done in October of 2014. A signature was given for the letter, however, no response was received from MistressJenn, and formal complaints were filed with the Members at Large (MAL's). The MAL's attempted to establish contact with no response from MistressJenn. At the January 2015 meeting of the Board of Directors, a formal Ad Hoc Grievance Committee (the Committee) was formed to address this issue.

The Ad Hoc committee consisted of four members and a chair. The complaints against MistressJenn were reviewed by the Committee. Following that meeting, yet another letter was sent to MistressJenn via USPS certified mail. MistressJenn did not respond within the generous time frame granted by the Committee. In the first week of March 2015, the Committee met again and came to a unanimous decision upon the matter of Recommendation of Action against MistressJenn. The Committee's Recommendation of Action was given to the Directors at the April 2015 meeting of the Board of Directors.

Nature of the Complaint

MistressJenn refused to turn over BoE digital property, including Google® accounts, digital documents, and the domain name "theboe.org," which were all formally purchased and used by the organization. MistressJenn then refused dialogue to remedy the situation. It was discovered through the formal Grievance Process that to dispute ownership of the domain name would cost a minimum of \$1300-\$1500, up to tens of thousands of dollars, in addition to the cost incurred by the initial loss of the domain name, of which the BoE has been denied administrative access. In addition to her refusal to relinquish BoE property, the complaints include her refusal to engage with any Director or Committee member, despite dozens of attempts made by those members of the BoE.

Recommendation of Action

With regard to the information presented to the Committee, and continued unwillingness by MistressJenn to participate in dialogue with the Committee regarding this matter, the Committee presented its findings to the Board of Directors at their April 2015 meeting. The Recommendation of Action as presented follows, as approved by the Committee by unanimous vote.

- Revoke the honorary Emeritus status of MistressJenn
- Suspend the BoE Membership of MistressJenn immediately and indefinitely
- Ban MistressJenn from any and all BoE functions
- Require MistressJenn to remove the statement of emeritus status from her FetLife profile (contact FetLife caretakers to ensure this happens)

Secondarily, the Committee approved a final draft of the Report on Determination, which it recommends to the Directors be posted on the BoE website and sent via USPS certified mail to MistressJenn so that she may be made aware, to the best of the BoE's abilities, of the determination against her.

Final Determination

The BoE Board of Directors reviewed the Recommendation of Action as presented by the Committee and after discussion at both the April, May and June 2015 meetings they endorsed the committee's recommendations unanimously.