



Corpus of Law of PoH Origin

The following is the Corpus of Law of PoH (the Corpus), a consolidation and codification by subject matter of the laws of Proof of Humanity Origin. The Corpus is intended to be an easy way of finding all approved governance proposals (HIPs). As a consequence, any inconsistency or conflict between the provisions of the HIPs and those of the Corpus, the terms of the HIPs must prevail. The Corpus should be updated from time to time to include future approved proposals and new categories should be incorporated when needed for proper subject matter classification.

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Governance

Voting Process

PoH DAO Governance process to ensure HIP quality
Enacted by [HIP-5](#) and partially derogated by the [Constitution](#)

Still in force: All proposals should contain the following fields when applicable:

- Simple Summary
- Abstract
- Motivation
- Specification
- Rationale
- Implementation.



General Management

Work force

Recruitment Procedures and worker relations

Enacted by [HIP-2](#)

The recruitment process for positions offered by the DAO is as follows:

1. Candidates submits an initial proposal which contains:
 - A resume.
 - A brief writing explaining why they would like to work for the DAO and why they think they would be a great fit.
 - The % of their working time they propose to allocate to the DAO, the requested compensation and its yearly equivalent full time. Ex: 50% for 6 months for a total pay of 25k\$ (100k\$ of yearly equivalent full time).
2. Candidates have a first interview with volunteers among people already working for the DAO (directly or indirectly).
3. Volunteers ask candidates to complete one recruiting exercise.
4. Volunteers indicate privately to the candidate the recommendation they would give to the DAO about the candidate (strong reject, weak reject, neutral, weak accept or strong accept). Candidates can then either allow those to become public or withdraw their application. They also have the possibility to readjust the requested compensation.
5. Volunteers make those recommendations public.
6. A recruitment proposal is put to vote.

Once a worker proposal is accepted, it's paid monthly for all its duration. In case of under-performance, or budget restriction, the DAO can terminate contracts with a 2 week notice which starts counting from the end of the vote.

Workers can stop working within the same notice period but it is advised that they inform the DAO ahead of time and work to find a suitable replacement.

The DAO doesn't monitor worker time, it only cares about productivity and assumes that an equivalent full-time is made of 226 days of work (365 days per year - 2*52 for weekends - 35 for holidays).

PoH Community

Minimum Code of Conduct Rules for PoH channels

Enacted by [HIP-19](#)



The following outlines the minimum requirements for Code of Conduct rules (CoC) governing the Proof of Humanity telegram channels. While the admins of the Channel may amend from time to time the CoC as needed, the following minimum rules must be adhered to:

1. Proof of Humanity is committed to the principle of openness, and facilitating a free exchange of ideas in an environment of thoughtful discourse.
2. Proof of Humanity is committed to providing a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, religion, or similar personal characteristic.
3. The following behaviors must be prohibited:
 - Threats of violence or violent language.
 - Sexually explicit material or language.
 - Discriminatory language.
 - Personal insults.
 - Spamming, trolling, baiting or other attention-stealing behavior.
 - Impersonation.
 - Doxxing and invasion of privacy.

Registration rules

Elements Required for Submission

Image Requirements

Enacted by [HIP-40](#)

The Proof of Humanity registration rules must include the following requirements for the image submitted for registration:

- Front-facing Submitter Picture
- The picture must include the face of the submitter facing the camera and the facial features must be visible.
- The picture must be in color and not contain any artificial modification to the facial features.
- The picture must be under 3MB and have a minimum resolution of 256px by 256px.
- The picture must be in the right orientation for the face to be recognized. Image rotation is not allowed.
- Face should not be covered under large piercings or masks hindering the visibility of facial features.
- Neutral, soft and natural make-up without colored lipstick, eyeliner or eyeshadows are acceptable. Any make-up product or item that significantly alters or modifies facial features is not allowed.



- Headcover not covering the internal region of the face is acceptable (For example, a hijab is acceptable for a submitter but a niqab is not).
- It can include items worn daily (ex: headscarf, turban, wig, etc) provided they do not violate the previous points. It cannot include special items worn only on special occasions that can, voluntarily or involuntarily, distract humans or algorithms from being able to detect identical faces.

Video Quality Requirements

Enacted by [HIP-8](#)

Minimum video dimensions is a square of 352 pixels by 352 pixels. Videos with equal or higher size than stated are not considered in violation of the registration rules. Videos equaling 351 pixels or lower in size in any of their dimensions violates the registration rules.

Mistakes in displayed addresses

Enacted by [HIP-27](#)

While registering in PoH, a single one of the following errors occurring once will be tolerated in the displayed address:

- Omitted character: a character is omitted from the address (e.g. “abcd” → “abd”)
- Mistaken character: a different character has been written in place of the one expected in that position (e.g. “abcd” → “ab9d”)
- Swapped adjacent characters: two characters adjacent to each other have been swapped (e.g. “abcd” → “acbd”, but not “adcb”)
- Additional character: an additional character has been inserted anywhere in the address (e.g. “abcd” → “abc0d”).

Protocol Features and Development

Submission Base Deposit

Enacted by [HIP-28](#)

The submissionBaseDeposit or equivalent parameter within the Proof of Humanity contract must equal 0.055 ETH.

PoH notification channel

Enacted by [HIP-37](#)

The Proof of Humanity DAO must appoint EPNS as a delegate to send push notifications to all subscribers on the PoH notification channel.

Markdown for PoH Policy



Enacted by [HIP-45](#)

Proof of Humanity Registration Rules and other policies must be written and edited in Markdown and a repository will be built under Proof of Humanity GitHub for this purpose.

Dispute Resolution

Kleros Humanity Court

Number of Kleros Jurors

Enacted by [HIP-17](#)

In the event of a challenge to a Proof of Humanity profile registration or removal request, the initial round of the Kleros Court shall involve the participation of a single juror.