



Burning Nest Code of Conduct 2018

Purpose:

As with other Burn events, a primary goal of Burning Nest is to be a welcoming home for anyone who wishes to attend.

As anyone who has attended a Burn event knows, these events generally feel safe, inclusive and are places of self-expression and, often, abundant joy!

In order to sustain this space, it's worth highlighting some common themes that our extended family aspires to—all in line with the 10(11) principles, of course.

This isn't to dictate behaviour, but rather to ensure that the Event Safety Team has a basis for discussion with participants if issues arise during the event (see consequences of unacceptable behaviour below)

(In the interest of collaboration on best practice across UK events, some of the encouraged behaviours defined here are aligned with Microburn's Code of Conduct. Content has also been informed from information sharing via the Burning Man Org. Regional Safety Network)

Encouraged Behaviour:

- Participate in an authentic and active way. In doing so, you contribute to the health and longevity of this community whilst helping it to grow.
- Exercise consideration and respect in your speech and actions around others.
- Consent should inform interactions with other participants.
- Show respect and consideration for the diversity of fellow participants by using appropriate language. If you're not sure, just ask!
- Listen to and consider the needs, feelings and opinions of other community members.
- Collaborate to resolve conflict. Utilise FLAME if a conflict arises between you and/or other participants - Find out, Listen, Analyse, Mediate, Explain
- Consider your own safety and that of fellow participants. Ensure activities/performances allow space for free, prior and informed consent of participants and that such activities are approved by the Dangerous Arts Committee.
- Be mindful of your surroundings and of your fellow participants. Alert Heroes/Rangers if you notice a dangerous situation, someone in distress or violations of this Code of Conduct.

Unacceptable Behaviour:

Striking a balance between radical self-reliance/expression and the responsibilities of the event team is a challenge for all Burn events.

The Event Safety Team exists to keep participants safe, we are not qualified or able to either police or pass judgment on general disagreements between or behaviour of individual community members. Nevertheless, while we encourage the free exploration of personal identity, there are behavioural boundaries that ought to be respected.

The following points are considered unacceptable behaviour and may be grounds for action up to and including eviction from the event:

- Violence or threats of violence directed towards another person, volunteer, or member of the event team.
- Targeted and discriminatory behaviour.
- Inappropriate photography or recordings. Ask before taking photos or videos of people, especially if in a state of undress. Burning Nest is a safe place for self-expression; the real world is less so, and people may understandably like to keep these worlds separate.
- Inappropriate physical contact: you must have someone's consent before touching them.
- Imposition of unwelcome sexual attention and behaviour:
 - a) Including inappropriate sexualized language that constitutes harassment; inappropriate touching, groping or persistent unwelcomed sexual advances.
 - b) Nest is a family event—behave accordingly in public areas or where children may be present.
- Deliberate harassment, intimidation, stalking or following.
- Abuse or neglect of Burning Nest or the site owner's property, physical or otherwise, such as vandalism, theft of event property, abusing the ticketing process, or impersonating a lead or event organizers.
- Disrespecting the community surrounding the event such as dumping rubbish in local bins, trespassing, or repeated violations of the event's sound ordinance
- Wanton, flagrant, or repeated disregard for one's own safety or well-being in a manner that demands the intervention of other participants, community members, volunteers or outside agencies, such as intervention by security/medical or LEO.
- Advocating for, or encouraging, any of the above behaviour is also unacceptable.

Consequences of unacceptable behaviour

The unacceptable behaviour defined above is not compatible with the space we are collectively creating. Incidents of this nature will be grounds for exclusion from the event.

Anyone asked to stop unacceptable behaviour is expected to adhere to the event teams request.

If a participant engages in unacceptable behaviours, the event organisers may take any action they deem appropriate to ensure the safety of the event and its participants. This action may include eviction from the event without refund, revoking tickets, or removing a volunteer from their shift.

If a participant's behaviour is found to be a danger to participants or the event itself, an exclusion for the present or following years may be instituted. There may be an opportunity to appeal and show progress towards resolution of these issues after the following year's event.

Burning Nest, the site owner, or individual participants may pursue legal action if a crime has been committed.

What to do if you are subjected to or witness unacceptable behaviour

Contact a member of the Event Safety Team whoever you feel comfortable talking to. The EST includes Rangers, Security, Medical and Welfare. The EST has set policies to follow and will record and respond to reported incidents. Don't spread rumour or confront participants in a hostile manner as this risks yours and other safety. Talk to the event team we are here to look after you!