



**Sunburnt Arts Ltd**

# Code of Conduct

## Abstract

Sunburnt Arts Ltd is a registered, not for profit company limited by guarantee that has been established to promote and support the community through visual and performing arts and culture with the Ten Principles of Burning Man as the guiding frame of reference.

This policy aims to provide the company, its assets and its members with a safety net to protect them from egregious and/or negligent behaviour within Sunburnt Arts events and official spaces that demonstrably harms:

1. The health and well-being of its members
2. The material assets of the company
3. The intellectual property of the company
4. The reputation and brand value of the company and its registered marks

This Code does not apply to participants of events affiliated with Sunburnt Arts, which will have their own Code of Conduct in the ticketing terms and conditions.

Please read this Code of Conduct carefully. Your application for membership of Sunburnt Arts requires a complete and unreserved consent to all provisions of this code's terms and conditions.

## Our Policy

### Associate & Voting Members

Associate and Voting membership grants you the rights of Voting and Associate Members as set out in the constitution of Sunburnt Arts Ltd.

However, the opportunity to attend meetings or participate in affiliated events may be suspended if a participant fails to adhere to the terms of this Code of Conduct.



## Our Code

At Sunburnt Arts Ltds events or in official spaces, every member agrees to:

1. Treat other members in a lawful way.
2. Conduct their duties and activities as members in a lawful way.
3. Respect the privacy of other members.
4. Adhere to the principles of Consent<sup>1</sup> in all interactions.
5. Not bully<sup>2</sup> another member in person, by a carriage service or on social media.
6. Not harass<sup>3</sup> another member in person, by a carriage service or on social media
7. Not discriminate against another member<sup>4</sup>
8. Communicate and interact in a manner that does not cause harm to others<sup>5</sup>.
9. To be honest and act in good faith.
10. Not be negligent in their member duties and activities and risk the physical or psychological safety of another member.
11. Honour the principle of Decommodification by refraining from promoting, selling, trading, bartering or otherwise marketing private businesses, goods or services.

## Recourse

In the case of items 1 and 2 above the matter may be referred to the Police in the relevant jurisdiction.

In the case of items 3 to 9 above, where resolution cannot be reached by the parties independently despite all reasonable efforts being made to do so, participants may report their claim to the Board of Sunburnt Arts Ltd (the Board). The Board may refer the matter to a committee with the delegated authority to handle Code of Conduct breaches in relation to membership.

Any member may also directly refer the matter to the committee with the delegated authority to handle Code of Conduct breaches in the case that the complaint is against a member of the Board.

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<sup>1</sup> as defined by NSW CRIMES ACT 1900 - SECT 61HI

<sup>2</sup> [As defined by the Australian Government Fair Work Ombudsman](#)

<sup>3</sup> [As defined by the Australian Government Fair Work Ombudsman](#)

<sup>4</sup> [As defined by the Australian Government Fair Work Ombudsman](#)

<sup>5</sup> See the Components and Modes of Non Violent Communication here: [https://en.wikipedia.org/wiki/Nonviolent\\_Communication#Overview](https://en.wikipedia.org/wiki/Nonviolent_Communication#Overview)



## Our Standards

Examples of behaviour that contributes to a positive culture for our member community include:

- Honesty
- Accuracy
- Demonstrating empathy and kindness toward other people
- Being respectful of differing opinions, viewpoints, and experiences
- Giving and gracefully accepting constructive feedback
- Accepting responsibility and apologising to those affected by our mistakes, and learning from the experience
- Focusing on what is best not just for us as individuals, but for the overall community

Examples of unacceptable behaviour include:

- Privately messaging other members with sexually explicit material without consent
- Trolling, or making threatening comments in Sunburnt Arts controlled social media forums
- Publishing others' private information, without their explicit permission

## Pledge

We as members, contributors, volunteers and leaders pledge to make participation in the activities of Sunburnt Arts a safe experience for everyone.

We pledge to act and interact in ways that contribute to an open, welcoming, diverse, inclusive, and healthy community. These standards are in addition to the "10 Principles of Burning Man" that we base our organisation and community upon.

## Warnings and Bans Policy

Members may receive a formal Warning, a Temporary Ban or a Permanent Ban from the Sunburnt Arts Board. Individuals may be banned from attending some or all events or be refused inclusion in a volunteer crew team managed by Sunburnt Arts.



### A member may receive a Warning or Ban if they:

- Have been found in violation of the Code of Conduct or other safety policies that endanger the organisation or its members' welfare or safety;
- Continue problematic behaviour after receiving a Warning Letter about such behaviour.

### What are the terms of a Ban?

- Bans can be instituted for a minimum of an event or permanently.
- Bans must be reviewed by the Board of Sunburnt Arts once a Committee with the delegated authority to deal with Code of Conduct matters has lodged its annual review. Bans may be renewed if the Committee determines an extended Ban is warranted.
- Members subject to a ban must be offered an appeal process to have their ban lifted.

### Appeals Process

- Banned individuals can appeal their ban directly with the delegated Committee
- Appeals will be handled at the next scheduled Committee meeting.

### Publishing Warnings and Bans

It is not recommended that warnings and bans are made public. This assumes perfection of the delegated authority managing the matter which is obviously not possible. It can also have unforeseen consequences for the parties involved and is likely to be disproportionate in most cases.

### Informing banned individuals of their status

- The Board of Sunburnt Arts will make every attempt to notify any individual that is subject to a Warning or Ban.
- If an individual subject to a ban attempts to enter a Sunburnt Arts affiliated event (or does enter the event) they will be removed from the event and refunded their ticket fees.
- In no case will Sunburnt Arts be responsible for any other costs or fees including but not limited to: accommodation, transport, fines, meals, amenities etc.



- Members should immediately inform a member of the Board or committee member with delegated authority, Gate, a Red Earth Ranger, a Site Manager on duty, or a member of the Sunburnt Arts Board if they witness a banned person attending an affiliated event.

### **Banning people from positions of responsibility rather than from events**

The Board of Sunburnt Arts Ltd reserves the right to decline a participant's application to volunteer for crew if they have been the subject of a temporary or permanent ban.