



## **WARNINGS AND BANS POLICY**

Members of the Element 11 community may receive a formal warning letter or a formal ban letter from the Element 11 Board of Directors. Individuals may be banned from attending, some or all, Element 11 events, or asked not to volunteer, in some or all roles, with Element 11.

This may result if someone:

- Has been the subject of a pattern of reports of violating the Code of Conduct or other safety policies that endanger the event or its participants' safety;
- Has any well-substantiated report of a sufficiently problematic violation of the Code of Conduct or other policies; and/or
- Continues problematic behavior after receiving a Warning from Element 11 about such behavior.

### **When are people unbanned?**

- Bans can be instituted for one year or permanently.
- One-year bans will be reviewed by the Conduct Committee annually and renewed if necessary.
- People can appeal to have their ban lifted.

### **Appeals process**

- Banned individuals can appeal their ban directly with the Board.
- Appeals will be handled at the next scheduled Board meeting.
- Only one appeal request per individual will be heard per year.

### **Publishing bans**

The Board will determine if and how to make any announcement, should a ban would benefit the Element 11 community or other communities. In the future a policy may be developed that specifically outlines this process.

### **Informing banned individuals of their status**

- When a report has been made about an individual, they will be informed of the outcome of that report, including any action up to and including banning.
- If a member of the Element 11 community is banned without official reports, they will be informed of the results of any investigation and resulting actions when such investigation completes. The investigation will be managed by the Board of Director's Chair.



- If a person not considered a member of the Element 11 community is banned, they will be informed of the ban if they register for, purchase a ticket to, or attempt to attend an Element 11 event from which they have been banned.

#### **Inquiries about registered individuals**

Registered event attendees may inquire if a particular individual has registered or been ticketed for the event. Email such requests to tickets {at} element11 [dot] org.

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

Element 11 reserves the right to prevent someone from volunteering in particular capacities or any capacity.

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