

2021 Element 11 Warning and Ban Policy

Members of the Element 11 (Utah Burner) community may receive a formal warning letter or a formal ban letter for conduct which is deemed to jeopardize the safety of event participants. Individuals may be banned from attending some or all of Element 11 events or barred from volunteering in some or all capacities.

The Board of Directors (the Board) may issue an official warning or ban if a participant:

- Has a pattern of violating the Code of Conduct or event policies, endangering the event or its participants' safety.
- Has any single well-substantiated report of a serious violation.
- Continues engaging in harmful behavior after receiving a warning from the Board about such behavior.

The Board may also choose to issue a ban for reasons not covered in this policy.

Informing banned individuals of their status

- The Board will send a letter notifying the recipient of a ban specifying terms and duration.
- If a person who has never attended any of the Element 11 events is banned, they will be informed of the ban if they attempt to attend an event.

When are people unbanned?

- Bans are instituted for one year or indefinitely, as specified in the notification letter.
- One-year bans end automatically at the end of the calendar year as specified in the notification letter; there will be no notification letter to signify the end of a ban.
- The Board can choose to renew a one-year ban, which will result in a new notification letter.

Appeals Process

- Individuals can appeal to have their ban lifted.
 - Appeal the ban directly to the Board: bod@element11.org
 - Appeals will be handled at an upcoming scheduled Board meeting.
 - Only one appeal request per individual will be heard per year.

Publishing bans

In cases where the Board determines that publishing a ban would benefit the community or other communities, it will determine whether or how such an announcement should be made.

Inquiries about banned individuals

The Board may share ban information with other entities at their discretion. Attendees may also inquire if any individual has registered or been ticketed for any event. Email such requests to bod@element11.org.

Barring people from positions of responsibility

Element 11 reserves the right to prevent someone from volunteering.

Examples of unacceptable behavior and potential remediating steps

The table below is provided for illustrative purposes, not intended to be exhaustive, and will be adapted as circumstances require.

Unacceptable Behavior	Outcomes (Not Exhaustive)
<ul style="list-style-type: none"> Physical or sexual assault Abuse of a vulnerable individual (e.g. older adult, minor, intoxicated individual, person with disabilities) 	<ul style="list-style-type: none"> Removal from the event Banned Referral to law enforcement Participation in a restorative justice process
<ul style="list-style-type: none"> Verbal assault or harassment Stalking or intimidation 	<ul style="list-style-type: none"> Removal from the event Banned Participation in a restorative justice process Written apology
<ul style="list-style-type: none"> Excessive intoxication negatively impacting the participation of another individual or the sustainability of the event Repeated, willful, or reckless behaviors requiring the intervention of security, significant volunteer resources, law enforcement, or external medical resources. Damage or vandalism of personal, community, venue, or artistic property. Intoxication while operating any vehicle, spinning fire, or acting as fire-spinning safety 	<ul style="list-style-type: none"> Removal from the event Banned Participation in substance abuse treatment Financial reparations Written apology Loss of future artist ticket benefits
<ul style="list-style-type: none"> Vending or other profit-centered commercial activity at a community event Participating in or promoting theft of service such as sneaking into an event. Egregiously failing to Leave No Trace 	<ul style="list-style-type: none"> Loss of future theme camp placement Financial reparations Written apology Removal from the event Banned
<ul style="list-style-type: none"> Intoxication during a volunteer shift centered on safety or requiring judgement (e.g. Rangers, Gate, Box Office, Board of Directors on Duty, Burn Perimeter) 	<ul style="list-style-type: none"> Loss of earned volunteer incentives Removal from volunteer role Prohibition from future volunteer participation
<ul style="list-style-type: none"> Failure to respond to an accountability inquiry from the Conduct Committee after repeated and exhaustive attempts have been made to contact an individual 	<ul style="list-style-type: none"> Temporary ban until the individual responds