

## Freezer Burn Code of Conduct

Freezer Burn, produced by the League of Extraordinary Albertans Society (LEA), expects attendees and volunteers to create and maintain a space that is welcoming for all ticketed attendees. We do not discriminate on gender, sexual orientation, disability, ethnicity, socioeconomic status, age, or religion.

We are guided by the [Burning Man 10 Principles](#). When in conflict with other participants, we use **FLAME**: **F**ind out, **L**isten, **A**nalyze, **M**ediate, **E**xplain.

Participation in this event is open to all ticketed attendees, but participation is a privilege. Continued attendance can be revoked if a participant fails to respect other attendees or behaves in a way that endangers themselves, the event, or the broader community.

### **Expected behaviour includes, but is not limited to:**

- Consent has the support of our whole community. You are obligated to get someone's consent in a sexual context, in a situation involving video or photography, or in any situation affecting the experience of another person at Freezer Burn.
- Be considerate and respectful of fellow participants and the community around the event.
- Refrain from non-consensual demeaning, discriminatory, or harassing behaviour.
- Be mindful of your surroundings and of your fellow participant's safety.

### **Unacceptable behaviour includes but is not limited to:**

- Predatory behaviour, defined as any unwanted and non-consensual form of the following: intimidation, harassment, stalking, verbal or physical abuse, violence against people or other's property.
- Non-consensual physical contact, including unwelcome sexual interaction.
- Abuse or neglect of LEA or Freezer Burn 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 trash in local dumpsters, 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 local law enforcement or fire department staff.
- Repeated or egregious violations of any and all policies put in effect by event organizers.

### **Consequences of unacceptable behaviour:**

Unacceptable behaviour will not be tolerated. This includes expressions of this behaviour at the event as well as pre- or post-event via phone, social media, or face-to-face communication.

Anyone asked to stop unacceptable behaviour is expected to comply immediately.

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

If a participant's behaviour does not comply with this code of conduct or puts the future of the event at risk, a suspension for the present or following years may be instituted. Decisions around expulsions or suspensions are not permanent, and opportunities to appeal may take place in cases where progress to resolution is demonstrated. The processes of an appeal and its timeline will be determined by the LEA and will take place between members of the Board and the party who has been suspended.

LEA or individuals may pursue potential legal action.

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

If you are subjected to unacceptable behaviour, notice that someone else is being subjected to it, or have any other concerns:

- First, speak up. Ask the person to stop. Say no.
- If you feel unsafe, leave the situation.
- If you feel uncomfortable but the person's behaviour does not cross a line, step away from the situation.
- If you need help, ask for it. If someone asks you for help, do your best to help or find someone who can.
- Report your concerns to a Ranger, Freezer Burn Producer, or LEA Board Member; these individuals are prepared to assist participants and listen to your concerns. All reports will remain confidential.
- If you would like to call in law enforcement or need professional medical treatment, Freezer Burn will support you taking that action.

We thank you in advance for your adherence to this code of conduct. Together we can create an event and community that is welcoming for all participants.

\*\*Thank you to the Great Lakes Experimental Arts, Inc. (G.L.E.A.) for their permission to adapt the Lakes of Fire Code of Conduct.