



# Code of Conduct

## 1. Applicability

This document is a policy of BURN Arts, Inc. (“**Association**”).

This document applies to all members of the Association (“**Members**”) and where reasonable, serves as a guide to individuals attending our events, including Modifyre, and individuals accessing our resources at any of our event venues, including East Brisbane Bowls Club and Hackerspace Brisbane (“**Participants**”).

## 2. Purpose

To provide guidance on the conduct and expectations for acceptable and ethical behaviour by Members and Participants.

## 3. Objects

The objects of the Association, founded on the core intention to promote and develop participatory arts and culture in Brisbane and regional Queensland, are:

- (a) to organise, develop and promote:
  - (i) an annual arts, music and cultural festival which is inclusive, accepting and safe; and
  - (ii) other related events promoting self-expression, identity and understanding;
- (b) to act as a vehicle for the creation and propagation of participatory, interactive, thought-provoking art works and events;
- (c) to develop and support workshops and training activities for artists and volunteers;
- (d) to support community-based fundraising events to further the development of the objects of the association;
- (e) to foster a culture of critical thinking and social activism;
- (f) to conduct all its activities in an environmentally sustainable manner;
- (g) to adhere to the 10 principles of the burners community; and
- (h) to foster the burners community in Brisbane and regional Queensland.

## 4. Core values

In furthering our objects, the Association seeks to adhere to the following core values (“**CREATE**”):

### Community

We treat all individuals with care and tolerance. We recognise the value of working in partnership with each other and the wider community in the pursuance of our goals. Our community is built by the creative collaboration

	and cooperation of our volunteers, as well as compliance to rules and formal obligations.
<b>Responsibility</b>	Our relationships are based on trust, mutual respect and the acceptance of responsibility. We understand that we are responsible for our own behaviour at all times and the physical spaces we inhabit. We value the cohesiveness this builds in our community. We develop this cohesiveness by being dependable Members and Participants and caring for the welfare of others in the community.
<b>Equality</b>	We seek to promote fairness, diversity, inclusion and equality of opportunity. We challenge discrimination, disadvantage and harassment to make the community a more equitable place for all. Anyone may be a part of the community; we welcome and respect all individuals.
<b>Action</b>	We achieve being through doing – we create change through participation. We encourage individuals to be self-reliant and to discover and exercise their inner resources, to choose roles and tasks for themselves and to be motivated by personal autonomy. We value actions that create connection, and self-awareness.
<b>Transparency</b>	We seek to be straightforward with each other and ourselves at all times in our conduct, communication and intent. We achieve integrity through the consistency of our actions, values and behaviour. Signs of integrity include; apologising when wrong, giving the benefit of the doubt when circumstances are unclear and volunteering.
<b>Expression</b>	We seek to optimise individuals within our community through self-expression, artistic endeavours and gifting. We encourage challenge, change and personal transformation. We seek to create excitement and enjoyment for the whole community through the development of arts, music and culture.

## 5. Responsibilities

Members and Participants are expected:

- (a) to maintain a harmonious workplace and to contribute to the resolution of workplace and event management issues and disagreements in a prompt, fair and impartial manner;
- (b) to ensure workplace and site safety at all times and intervene where necessary to ensure others are safe from potential harm, including where such persons may not be adhering to workplace and site safety requirements;
- (c) to wear appropriate personal protective gear for the tools being used and job being undertaken;
- (d) not to operate vehicles, hand-tools, or machinery while under the influence of alcohol or other drugs;
- (e) not to partake in any non-consensual behaviour of a sexual, aggressive, violent or threatening nature and where such behaviour is observed, to report it immediately;

- (f) to ensure Association-related activities are conducted in a manner that protects and respects the environment and heritage values;
- (g) to clean-up after themselves and endeavour, wherever possible, to leave such places in a state better than you find it;
- (h) to protect the Association's property and the belongings of others from theft, loss, misappropriation and misuse;
- (i) to avoid any activities that could involve or potentially involve any unethical behaviour, unlawful practices or harm to the Association's reputation;
- (j) to safeguard confidential information of the Association and respect the confidential information of other individuals;
- (k) to avoid speaking on behalf of the Association when not expressly instructed or authorised to do so; and
- (l) report any dealings of worth to the Association's Management Committee as soon as possible.

## **6. Breach**

Members of the Association and where reasonable, Participants who are non-Members, who breach this Code of Conduct may face disciplinary action, including eviction or banning from our Events and workshops, as well as arrest and prosecution for any criminal acts.

A major breach could result in revoking positions of team leads, as well as memberships of any Members, as deemed by the Resolution Committee (see BA-P002 – Harassment, Discrimination and Bullying).

If you require clarification of this document, please contact the Chair of BURN Arts.

## **7. Related documents**

- BA-P002 – Harassment, Discrimination and Bullying
- BA-P003 – Workplace Health and Safety
- BA-P004 – Drugs & Alcohol
- BA-P005 – Eviction
- BA-P007 – Social Media

## **8. Contact**

For further information, please contact:

Chair

BURN Arts, Inc.

Email: [ang@modifyre.org](mailto:ang@modifyre.org)

## **9. Version control**

BA-P001 – Code of Conduct

Version	Date	Comments
V2.00	16 January 2019	Version 2

**Important note**

This document is intended to help resolve community issues. It is not intended to, nor can it, apply to issues affecting our community where they have been taken to outside agencies such as the police.