



DPW 2024 HANDBOOK

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THE DPW MISSION

We are the workforce dedicated to building Black Rock City. We survey the land, set the stage, and lay the groundwork for Burning Man to happen each year.

We work with all departments within the Burning Man Project, as well as with outside agencies, artists, participants, and the worldwide burner community, to ensure that Burning Man becomes a reality, and that we leave the Black Rock Desert without a trace.



THE BURNING MAN MISSION

Our mission is to produce the annual event known as “Burning Man” and to guide, nurture and protect the more permanent community created by its culture. Our intention is to generate society that connects each individual to his or her creative powers, to participation in community, to the larger realm of civic life, and to the even greater world of nature that exists beyond society. We believe that the experience of Burning Man can produce positive spiritual change in the world. To this end, it is equally important that we communicate with one another, with the citizens of Black Rock City and with the community of Burning Man wherever it may arise. Burning Man is radically inclusive, and its meaning is potentially accessible to anyone. The touchstone of value in our culture will always be immediacy: experience before theory, moral relationships before politics, survival before services, roles before jobs, embodied ritual before symbolism, work before vested interest, participant support before sponsorship. Finally, in order to accomplish these ends, Burning Man must endure as a self-supporting enterprise that is capable of sustaining the lives of those who dedicate themselves to its work. From this devotion spring those duties that we owe to one another.

We will always burn the Man.

THE 10 PRINCIPLES

RADICAL INCLUSION

Anyone may be a part of Burning Man. We welcome and respect the stranger.
No prerequisites exist for participation in our community.

GIFTING

Burning Man is devoted to acts of gift giving.
The value of a gift is unconditional.

Gifting does not contemplate a return
or an exchange for something of equal value.

DECOMMODIFICATION

In order to preserve the spirit of gifting, our community
seeks to create social environments that are unmediated
by commercial sponsorships, transactions, or advertising.

We stand ready to protect our culture from such exploitation.
We resist the substitution of consumption for participatory experience.

RADICAL SELF RELIANCE

Burning Man encourages the individual to discover,
exercise, and rely on his or her inner resources.

RADICAL SELF EXPRESSION

Radical self-expression arises from the unique gifts of the individual.
No one other than the individual or a collaborating group can determine its content. It is offered as a gift to others. In this spirit, the giver should respect the rights and liberties of the recipient.

COMMUNAL EFFORT

Our community values creative cooperation and collaboration.
We strive to produce, promote and protect social networks, public spaces, works of art, and methods of communication that support such interaction.

THE 10 PRINCIPLES

CIVIC RESPONSIBILITY

We value civil society.

Community members who organize events should assume responsibility for public welfare and endeavor to communicate civic responsibilities to participants. They must also assume responsibility for conducting events in accordance with local, state and federal laws.

LEAVING NO TRACE

Our community respects the environment.

We are committed to leaving no physical trace of our activities wherever we gather. We clean up after ourselves and endeavor, whenever possible, to leave such places in a better state than when we found them.

PARTICIPATION

Our community is committed to a radically participatory ethic. We believe that transformative change, whether in the individual or in society, can occur only through the medium of deeply personal participation.

We achieve being through doing.

Everyone is invited to work. Everyone is invited to play.

We make the world real through actions that open the heart.

IMMEDIACY

Immediate experience is, in many ways, the most important touchstone of value in our culture.

We seek to overcome barriers that stand between us and the recognition of our inner selves, the reality of those around us, participation in society, and contact with a natural world exceeding human powers.

No idea can substitute for this experience.



**THE FOUNDERS,
THE PROJECT,
THE COMPANY,
AND THE COUNCIL**

THE BURNING MAN FOUNDERS



JACK RABBIT
MARIAN GOODELL
FOUNDER,
CHIEF EXECUTIVE
OFFICER (CEO)



ANGER RANGER
MICHAEL MIKEL
FOUNDER,
HISTORIAN AND
ARCHIVIST



HEADLY
HARLEY K. DUBOIS
FOUNDER,
CHIEF TRANSITION
OFFICER (CTO)



MR. KLEAN
WILL ROGER
PETERSON
FOUNDER,
NEVADA RELATIONS
DIRECTOR
FOR BLACK ROCK
CITY



ROSIE
CRIMSON ROSE
FOUNDER,
ART TRANSITION
OFFICER
(ATO)



SWORDFISH
LARRY HARVEY
FOUNDER,
CHIEF PHILOSOPHY
OFFICER (CPO)

THE COMPANY, AND THE PROJECT

YOU WORK FOR BURNING MAN.

Technically you work for The Burning Man Project, the latest iteration of a company founded in the late 90's by the folks on the preceding page.

The non-profit Burning Man Project was created in August 2011 and received its 501(c)3 status in May 2012. On December 27, 2013, the Burning Man Project Board of Directors voted to make Black Rock City LLC a subsidiary and is now the sole shareholder of the LLC. The transition became official January 1, 2014. All Burning Man LLC Employees now work for Burning Man Project.

Burning Man Project (a non-profit) builds Black Rock City (the event space in the desert) to host Burning Man (the Event).

Internally, though, the whole thing is just considered to be "Burning Man" ...
so for simplicity's sake, if anyone asks:
You work for Burning Man.

The Department of Public Works is our team.

The entire department is overseen by Chris Neary aka ChAos.

ChAos reports to Charlie Dolman, Burning Man's Event Operations Director, who in turn reports to Marian Goodell, Burning Man's CEO.

The whole thing is run out of our office in San Francisco, our office in Gerlach, and our Newest office in Reno - pictured below. It's a lot like a regular office job most of the time, which is still really weird after all these years.



THE DPW COUNCIL (OF DARKNESS)



CHAOS
ASSOCIATE
DIRECTOR
OF THE
DPW



HAZMATT
ASSOCIATE
DIRECTOR
OF BUSINESS
OPERATIONS



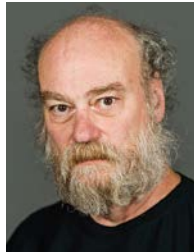
COYOTE
BLACK ROCK CITY
SUPERINTENDENT



D.A.
RESTORATION
MANAGER



LEEWAY
PERSONNEL
MANAGER



WELDBOY
BLACK ROCK
STATION
MANAGER



JEREMY
MAN PAVILION
MANAGER



TWIN PEAKS
CONSTRUCTION
SUPERINTENDENT



HOTSPOT
UTILITIES
SUPERINTENDENT



SHNANIGANS
STAFF SUPPORT
MANAGER

The DPW Council of Darkness works year-round to plan all aspects of DPW's operations. They plan, manage, and staff all DPW projects, and lead the charge as we build Black Rock City. "Who is running this thing?" you may well ask. It's these people.

DPW MANAGEMENT ORGANIZATIONAL CHART



CHAOS

DPW Council
Heavy Equipment
Transpo



D.A.

Playa Restoration
Waste Stream T.S.A.
Highway Cleanup



LEEWAY

Roustabouts
Personnel Coordinator



JEREMY

The Man
The Man Pavilion



COYOTE

Survey
Roadworks
Spires
Signs
Fence



WELDBOY

Ranch Operations
Auto Shop
Specialty Construction
Mobile Housing



HOTSPOT

Fuel
Power
Plumbing
Waterworks



HAZMATT

Logistics
Purchasing
OSS Program
Golf Carts
OSS
BXX / BXA
Airport



SHNANIGANS

Yellow Bikes
DPW Ghetto
Fluffers
Dispatch
Commissary
DPW Rangers
The Wet Spot
ShART



TWIN PEAKS

Arctica
Center Camp
Shade
First Camp
Special Projects
Artery Construction
Depot
Metal Shop

WHAT THE HELL IS A DPW COUNCIL, ANYWAY?

Since our founding in 1998, Will Roger managed things. Will and Flynn Mauthe and Coyote. Things were different then. Feral, Ranch-centric times. Those “Old Days” of DPW you may hear folks talking about? That was it.

Will stepped down from managing the DPW in 2003, and Flynn left shortly after. DPW stopped living at the Ranch for pre-event, and we would start staging out of Gerlach instead. Marian Goodell was put in charge of the DPW, and there was talk of hiring someone from the outside to take Will’s place. Playground, HazMatt, Dago Bay and Coyote had a different idea... They formed a group to do the job that Will had done and started DPW down the path of consensus-based leadership.

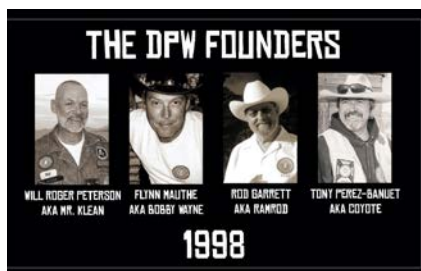
Consensus, in this case, doesn’t mean that everyone has to agree, but rather that everyone has a chance to weigh in before a decision is made. Much of what the Council does as a leadership body is centered around that process. We do have a hierarchy, and we all have our domains and our decisions to make. That said, we try not to make any decisions above a certain level of impact without checking in with each other so that no big changes happen in the DPW until everyone on the DPW Council has had a chance to weigh in.

Every year, the direction that DPW takes all comes from this process. While some decisions do come down from the Burning Man board, for the most part, it’s the DPW Council making the decisions that shape our world. Any time a team is changed, or created, or dismantled, any time a role is created, or someone is let go or asked not to return, any time we change a staff policy, or decide what time breakfast is going to be, it’s all of us, weighing in, and making the decision as a group. We don’t always agree, but we always get to have our say, and we are all dedicated to backing the decision once it’s been made. It’s a great model for decision-making, and it creates a considerate and respectful body of leadership.

WELL, OK, GREAT... BUT WHAT DO YOU GUYS ACTUALLY DO?

Well, the short, oversimplified version is this: ChAos manages the department, and directly oversees several projects, such as HEaT and Commissary. HazMatt deals with contracts and vendors and other exciting business stuff. Coyote plans out and installs the city. Leeway recruits and organizes the people. Weldboy manages Black Rock Station, the Burning Man ranch in Nevada including autoshop and off season construction projects. Jeremy oversees all aspects of the Man Pavilion including the building of the Man. Laura/Twin Peaks wrangles the rest of the eight, DPW construction departments on the playa. Hotspot’s role focuses on the planning, oversight, and management of critical infrastructure for the Black Rock City event — pertaining to power, fuel, water, and plumbing. Shnanigans.....(add your info here). Finally, D.A. oversees the T.S.A., and designs and executes the plan to clean up the city when everything is said and done. Many, many other amazing people help us in these efforts.

Most DPW Council members are year-round Burning Man employees. This is their job, all year long. HazMatt and ChAos are on the Budget Committee helping to keep BMP on course,



as well as representing us in too many meetings to name here. Leeway & ShnanigansCobra serves as our communications consultant, and as a year-round Community Manager for the DPW. Shnanigans (speak more to the health awareness projects). Jeremy first worked with the ARTery in 2001, was co-lead of the Art Department from 2016-19; he has produced artists internationally, flying drone shows on the Black Rock Desert, across the US, the Netherlands, Italy and Saudi Arabia. Laura works with planning and sourcing. D.A. & Hotspot work with the BLM and with the Government Relations teams on our environmental compliance, and D.A. also handles art production and graphic design for Burning Man throughout the year. Hotspot works in the research & development efforts to make our power grids more efficient and reduce our fuel usage to move us towards our organization's carbon reduction goals. We do all the hundreds of little things it takes to organize this production, and to help it all come together with the other parts of Burning Man's infrastructure, to make Black Rock City a real, albeit temporary, city on the Earth.

But really what we do is MEETINGS. So many meetings. Burning Man is made of meetings, and DPW is no exception. We meet to discuss policy and to determine how DPW, as a department and as a culture, moves forward. We meet with other departments and teams to make sure it all comes together smoothly. We meet to discuss how much beer to buy, and how many porta potties need to be in the middle of nowhere out by the Temple. We meet - sometimes with no agenda at all - just to talk about DPW.

For better or worse, we talk about DPW constantly, with each other and to anyone else who will listen. We spend all year thinking and discussing this thing, from the processes that make it work to the philosophy behind it all. Between us, we have over 80 years of combined DPW experience. We all love this thing, and spend all the time and energy it takes every year to make it the best it can be.

So that's who we are (actually we are people, too, with interests outside of this thing...and interesting stories! Coyote is a talented musician and writer, ChAos was a snowboard bum for years, HazMatt rode here for his first time on a bicycle! Laura/Twin Peaks has a clothing and costume business. But out here, "DPW Council member" is the part we are playing). Hopefully, this explains why we all look so busy all the time, and why we are always in the middle of something. There's a hell of a lot to do, always, and we are all dedicated to making sure it gets done. We're the DPW Council, and it's on us to make it work out, even if it means that we don't get to go to squaw, or our dancing, or to watch something cool blow up. We love it, though, and we love that we get to make it happen, year after year. It's an honor, and one that we all choose to be a part of, every day.

Thanks for joining us, and for helping us make this thing we love happen.

A BRIEF, POLITE HISTORY OF THE DPW COUNCIL

THE FIRST DPW COUNCIL - 2004: PLAYGROUND, HAZMATT, COYOTE, DAGO BAY

These four people were the first to try and wrangle the DPW after Will, in a consensus based way, and as a team. It was a brand new world, and growing fast. Coyote had years of institutional knowledge, even then. Playground brought the first Gantt chart to Burning Man, and started to actually project manage things in the DPW for the first time. HazMatt and Dago Bay started down the long road of organizing and keeping track of things, like a real job would. It all started to come together.



DPW COUNCIL 2005-2006: PLAYGROUND, HAZMATT, COYOTE, COBRA COMMANDER, SUPER DAVE

2005: Dago Bay leaves. Cobra is hired on as DPW Crewmaster, and to help with logistics. That same year, "Super" Dave Pedroli was hired on as Nevada Properties Manager, and added to the DPW Council's roster.



DPW COUNCIL 2007-2008: PLAYGROUND, HAZMATT, COYOTE, COBRA COMMANDER, GHOST DANCER

Super Dave leaves, and Ghost Dancer, his Ranch Manager and second in Command, steps up to take his place, and run Nevada Properties.

DPW COUNCIL 2008-2010: PLAYGROUND, HAZMATT, COYOTE, COBRA COMMANDER, GHOST DANCER, BIG STICK, JOE THE BUILDER

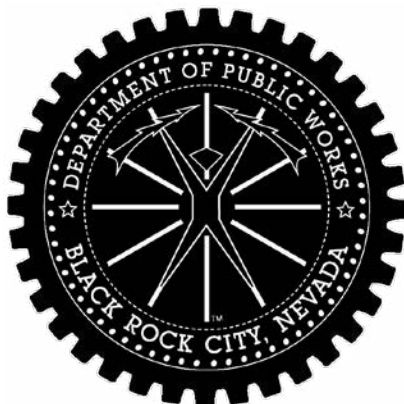
As Burning Man - and with it DPW operations - continue to grow, Big Stick (Heavy Equipment), and Joe The Builder (Construction) are added to the roster for consultation. They soon become regular members of the Council.

DPW COUNCIL 2010-2012: PLAYGROUND, HAZMATT, COYOTE, COBRA COMMANDER, GHOST DANCER, JOE THE BUILDER, CHAOS

Big Stick leaves in 2010, and ChAos, his second in command, steps up, and swiftly hires 11 people to replace himself.

THE DPW COUNCIL OF DARKNESS
2013 - 2015: PLAYGROUND, HAZMATT,
COYOTE, COBRA COMMANDER, JOE
THE BUILDER, CHAOS, D.A.

Ghost Dancer leaves the Council. D.A. is hoodwinked into a promotion by Burning Man CEO Marian Goodell. During this period we start publishing our names and pictures in the DPW Handbook, because it comes to light that nobody in DPW really knows who we are, or what we do. Also, at some moment now lost to history, we rebrand ourselves as the DPW Council “of Darkness”.



THE DPW COUNCIL OF DARKNESS 2016

CHAOS, COBRA COMMANDER, HAZMATT, COYOTE, FIREBALL, D.A.

Change! It comes to all things. Playground gets a promotion! ChAos Takes the Helm! Joe leaves the Council! Fireball steps up to the DPW Council! Change!

THE DPW COUNCIL OF DARKNESS 2017-2021

CHAOS, COBRA COMMANDER, HAZMATT, COYOTE, FIREBALL, D.A.
KIMBA, WRENCH

The last of the old days, and then the whole world changed. During the Pandemic Gap, Wrench and Fireball felt called to move on, and Cobra moved up, taking on Cultural Development for the People Operations team.

THE PANDEMIC

DPW COUNCIL 2022

CHAOS • HAZMATT • COYOTE • D.A.
• HOTSPOT • GOATT • TWIN PEAKS •
SHNANIGANS • LEEWAY • WELDBOY

*In an effort to fight back against the banality of traditional office language, and as a reminder to everyone that Burning Man is supposed to be fun, Cobra suggested that the DPW Council should be called The DPW Council of Darkness. We laughed, and it stuck. People ask us all the time why we are called The DPW Council of Darkness, and the answer is this: Because we thought it was funny for five minutes, and it stuck. That's really it. We all have to live with that.



DPW COUNCIL 2023

CHAOS • HAZMATT • COYOTE • D.A. • HOTSPOT • GOATT • TWIN
PEAKS • SHNANIGANS • LEEWAY • WELDBOY

DPW COUNCIL 2024

CHAOS • HAZMATT • COYOTE • D.A. •
HOTSPOT • TWIN PEAKS • SHNANIGANS •
LEEWAY • WELDBOY • JEREMY

DPW CREWS & MANAGEMENT

ARCTICA CONSTRUCTION



**GLUE
MANAGER**



**SHORT BUS
ASSISTANT
MANAGER**

Whether you're live streaming your favorite feather headdress from a Segway or blasting Freebird at Temple burn you'll want ice, and boy howdy we've got you covered! Arctica's intrepid Black Ice construction crew build the three ice distribution stations that serve Black Rock City, located at the 3:00 plaza, the 9:00 plaza, and Center Camp Ring. Feel free to stop by one of our job sites and ask for ice, we specialize in sending DPW Crews to the Commissary Fluffer station. Unless you'd rather pay for ice; in which case we accept unicorn tears, Malort, and banana hammocks.

ARTERY BUILD: DARK ARTS



**JOB SECURITY
MANAGER**

The Dark Arts, Artery construction crew, builds the main structure for the ARTery Pavilion - a crucial hub for artists and others on Playa. The ARTery's goal is to be an artist resource center that facilitates the placement and display of art on Playa during the event. The Dark Arts crew builds the structure that ARTery inhabits helping to keep the flow of art alive in Black Rock City!



BLACK ROCK CITY YELLOW BIKE PROJECT



RUDY GIULIANI
MANAGER



VEC
ASSISTANT
MANAGER



photo by John Curley

The BRC Yellow Bike Project builds 1,000 bicycles each year and deploys them for free, communal use in Black Rock City. They also oversee bike collection effort post-event. The Yellow Bike Project is here to encourage human-powered transportation within the Burning Man community. If you want to get involved, contact Manager Giuliani.

BUSINESS SERVICES / DPW LOGISTICS



RIPCORD
BUSINESS
SERVICES
MANAGER



SHELLBACK
LOGISTICS
MANAGER



SPECIAL KAY
LOGISTICS
ASSISTANT
MANAGER



MINO
SANITATION
DISPATCH
ASSISTANT
MANAGER

The Business Services / DPW Logistics team coordinates, tracks, and monitors the fulfillment of all rental equipment requested through the DPW for all of Black Rock City's infrastructure. They work as vendor liaisons for the DPW and Black Rock City support departments, including Vendor camps and the BLM Compound. Working between the Gerlach Office and the Playa, they facilitate procurement, contracting, delivery, placement, maintenance, and removal of all rented assets for the event. From UTVs to porta potties, modular buildings to fences, vehicles to firewood, BMT potable water delivery to pump and suck services... and keys. Lots of keys.

CENTER CAMP CONSTRUCTION AKA OCLUS



AUSTINTATIOUS
MANAGER



**WHO'S YOUR
ADDY**
ASSISTANT
MANAGER

Oculus is the construction crew that builds the Center Camp, said to be the world's largest temporary tensile shade structure. They are a motley collection of riggers, carpenters, and equipment operators who push hard to have the superstructure ready for the Center Camp staff to come in and put on the finishing, decorative touches before the gates open. Center Camp is a many-layered onion of different departments and crews who work together to turn it into a colorful, buzzy hub of art, performance, and community. It all starts with DPW's Oculus.



photo by MonkeyBrains / ianquantum

COMMISSARY



TOP SHELF
MANAGER



HICK CUPS
ASSITANT
MANAGER

Unless you inexplicably hate both sustenance and convenience, you'll likely be visiting the Commissary every day. Our friends from Spectrum provide three hot meals per day, along with drinks and various other goodies, while the Commissary infrastructure and operations are the responsibility of DPW's dedicated Commissary Crew. You might get up for breakfast at 6:30 am, but we are there long before you are, and we remain long after you leave, ensuring that you have a clean and healthy mess hall in which to dine. So remember, if we sound a little contemptuous when you won't wash your hands because you "just did ten minutes ago", it's only because we love you and want what's best for you. Probably. Really, though. **Wash your filthy hands.**

DPW DEPOT



NIGHTCRAWLER
MANAGER



UNCLE RUNKLE
ASSISTANT
MANAGER

The Depot is DPW's on-playa construction and receiving hub and our mini storage of sorts. Located at the very end of 5:30. It is home to the DPW/NVO Common Shop & Fire Extinguishers, Trailer Row, The Wet Spot, TSA, The Yard, Spires Construction, the Purchasing Office, the Receiving Container, and where we park all the things. The staff at the Depot are always great at helping you get what you need.

DPW DISPATCH



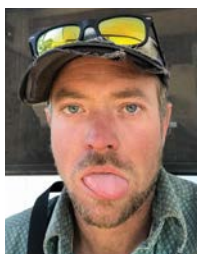
ODIN
MANAGER



TRAILBLAZER
PRODUCTION
ASSISTANT

Dispatch is the eyes and ears of DPW, monitoring all radio traffic on DPW channels and other event ops channels. Dispatch operates out of the Dispatch trailer 24 hours a day, 7 days a week. They listen to our radio chatter all day long, so be mindful of that when you're on comm. Interested in Being a Dispatcher? Find a lost Radio? Want to know what words are completely inappropriate to say on the Radio? Go for Dispatch!

DPW GHETTO



CONRAD
MANAGER



FLIP
ASSISTANT
MANAGER

The DPW Ghetto is the official staff camp home of DPW on-playa, where you will enjoy water, shade, electricity, port-o-potties, burn barrels, a stage, music, food, recycling, our world-famous bar, and much much more! Assigned to the Ghetto Crew? Wanna know where you can set up your tent or trailer? Want someone to turn that crappy music down at 2 am? Talk to Conrad and Flip!

DPW POWER CREW



LE WRENCH
OPERATIONS
MANAGER



GENIE
TECHNICAL
MANAGER

Electrical power flows wherever electric and magnetic fields fluctuate together. The DPW Power Crew builds and maintains over 60 discrete networks of equipment that generate and protect these precious fields, including the layout of OVER FORTY MILES of rubber-jacketed cable across the burning desert floor. This is the infrastructure that lights the Man, keeps the ice cold at Arctica and the AC flowing at ESD... and allows you to play Free Bird on repeat in the Ghetto Bar.

DPW COORDINATOR



**CAN I
WATCH?**
COORDINATOR

Shayna Wade-Reich AKA Can I Watch? supports the Director of Public Works (Chaos) and the DPW in successfully achieving its goals year after year. You can find her either working remotely, in Gerlach, or on Playa. She oversees getting you hired and paid as well as organizing the chaos and more!

DPW HIRING ASSISTANT



**PERMISSION
GRANTED**
HIRING
ASSISTANT

Permission Granted supports DPW Hiring and the DPW Coordinator. You might see her when you need help getting your paperwork processed or if you have any questions with Paycom. She loves to help you out and get you out on playa ready to work. Come visit Permission Granted in her office in Gerlach or on Playa.

DPW PAYROLL COORDINATOR



THE GENERAL
PAYROLL
COORDINATOR

We're tracking hours these days, and someone has to manage that biz and this season it's The General! She will help you understand the complexity and nuance of tracking hours in a high desert environment where we run our 24/7 high-stakes event production. She will also periodically remind managers to get their hours in. Get your hours in!

DPW PERSONNEL COORDINATOR



DUCHESS
PERSONNEL
COORDINATOR

Hailing from a history of volunteerism as a means of creating community, education through apprenticeship, and a desire to be part of something bigger than herself, Duchess has claimed a position of encouragement and support among the ranks of our fine DPW. Working closely with Leeway, she helps to process and facilitate the ebb and flow of people-power as this living city is built under our strength of hands, heart, and will. She is an ear when you don't know how to find yourself, a guide when you need direction on process or protocol, a change in perspective when you want to see a new horizon, and a shepherd of little wolves and big words.

DPW STAFF SUPPORT ADMINISTRATIVE ASSISTANT



PYNECONE
ADMINISTRATIVE
ASSISTANT

Pynecone's office is the place to go whether you need to pick up a radio or learn about some of the amazing wellness resources available as a staff or volunteer in the DPW. She loves crunching pixels into pretty & functional designs for all to enjoy. You may even spot her in the wilds of the Commissary, consolidating as many of the DPW Morning Meeting notes as humanly possible onto the dry erase board. Plus, she's awesome.

DPW PUBLIC TRANSPORTATION AKA SHORELINE AREA RAPID TRANSIT AKA THE SHART



The ShART is a series of bus and van routes to safely deliver you to Gerlach, Shoreline, around BRC during build and strike. So, park your car and take a ShART.

- > Need to get to Playa to start the workday? Take a ShART!
- > Wanna run to town to do laundry and have a cool beverage at the Saloon? Take a ShART!
- > You don't have to drive. Take a ShART!

FENCE CREW



**GHOST
MANAGER**

A proud DPW tradition, Black Rock City's Perimeter/Trash Fence is one of our only all-hands-on-deck operations. 9.2 miles of T-stake pounding, fence rolling, string cutting, and tying until the fence is complete, then our perimeter is up, and Black Rock City is recognized as an official city in Nevada! We do this thing old-school, the way that real cowboys do it... by hand. Gloves, knives, medical tape, and guts are recommended. Ready to pound some fence? Report to Ghost!

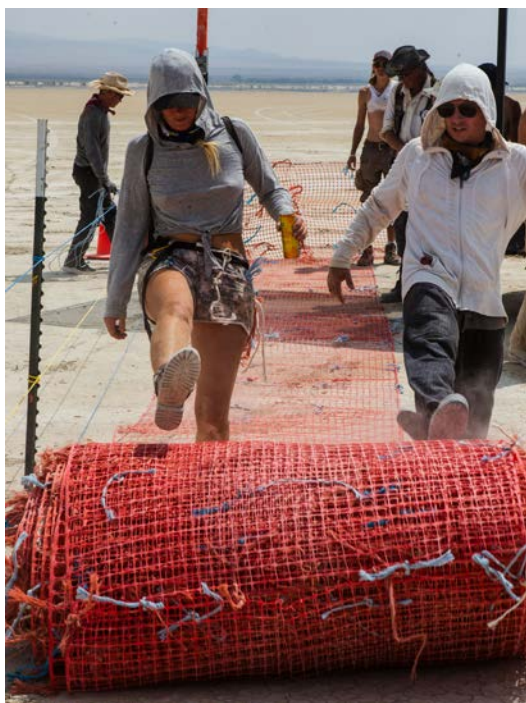


photo by Monkey/Brains / iamquantum

FIRST CAMP CONSTRUCTION



GIETER DONE
MANAGER



KENTUCKY
ASSISTANT
MANAGER

The First Camp Construction Crew builds Burning Man's on-Playa Base of Business Operations and looks damn good doing it. Most of us will never have any reason to go to First Camp. If only they hosted some sort of dance party. Maybe they should. Working on this team will make you strong and proud. Do you have what it takes? Mustache up and talk to Patrick Geitzen.

FLUFFER TEAM INDUSTRIES



MILE HIGH
MANAGER



'LIL BAMA
ASSISTANT
MANAGER

Behold the Glory of our Fluffer team - the very life-blood of the DPW engine. Hard at work making sure that you take care of yourself and get quality break time. They Fluff Survey. They Fluff FENCE. They Fluff the work season. They keep on Fluffing during the Event. They Fluff Tear-Down. They Fluff Resto. I can't stop them from Fluffing. They want to fluff it all. Everyone. Forever. Are you new to Fluffer Team Industries? Get your guns ready for heavy lifting, and report to Mile High!



FUEL TEAM AKA PETROL



**TANK
COMMANDER**
DEPARTMENT
MANAGER



NINES
PERSONNEL
MANAGER



MALACHI
ACCOUNTS
MANAGER



G-MAN
MOBILE FUEL
OPS MANAGER



PATRICK
DEPOT FUEL OPS
MANAGER



METROID
PROPANE
MANAGER

Petroleum Elves That Refuel Our Lunacy! The fuel team are stewards of the land trying to keep our desert safe from fuel spills, while filling generators and other equipment that keep our operations running, our bodies cleaned at night, our homes cool, and our bellies filled. This crew's work ethos is strong, and you can learn a lot about event operations from working with them as they support EVERY group on playa in one way or another.

This department also runs the BRC Fuel Program which is a safety program that delivers fuel to the participants and operates the Hell Station for the 2 weeks surrounding the event.

The PETROL Depot will be open from 8:00 am-4:00 pm daily 8/7-9/8, with fueling capabilities from Fence to De-Fence. The Hell Station will be open from 10:00 am - 5:00 pm daily from 8/19-9/1.



GOLF CARTS



RABBITFIRE
MANAGER

Rabbitfire and team maintain Burning Man's Golf Cart fleet; allowing specific departments to loan Golf Carts and fulfill our every race car dream in slow motion! You'll roll past the Golf Cart Service Center on your way into Commissary. Bring your loaner Golf Cart in for service every day to keep them race car-ready. All Carts are in Monday after the event for our final race to the depot. Check in at our Service Center for details. At the end of it all, this crew follows Leave No Trace and deep-cleans these carts inside and out before returning them re-blackened and ready for the air races in three days! Do your part and take care of your Cart!

HEAVY EQUIPMENT & TRANSPOR AKA HEAT



CUERVO
DEPARTMENT
MANAGER



RAPUNZEL
OPERATIONS
AND TRAINING
MANAGER



photo by John Curley

Dropping loads, punching holes, cutting trenches in the playa. Crane lifts, boom assists, forking anything that moves. Big art, we help build it, rig it and watch it burn. If you sleep in it, work in it, build it, chances are HEaT had something to do with it Dust storms? We shit em! 24/7 we bring HEaT to the Playa Making it safe and keeping the dream alive Drinks at the roll up but never before five Think you have what it takes stop by and say Hello. Don't have the skills, but have the work ethic? We can help. Sense of humor required.



KIRBY
OFFICE
MANAGER



CUT N SHOOT
EQUIPMENT
DISPATCH
MANAGER



JANKY LOAD
TRANSPORTATION
MANAGER



BRUISER
CRANE
OPERATIONS
& RIGGING
MANAGER

HIGHWAY CLEANUP



BARBARELLA
MANAGER



JUPITER ROSE
ASSISTANT
MANAGER



MR DICE
ASSISTANT
MANAGER

A vital part of Playa Restoration, the Highway CleanUp Crew is responsible for ensuring that the roads and surrounding areas remain clear of debris, trash, and other materials that may have blown out of vehicles during the mass post-event exodus. The goal is to maintain safety, reduce environmental impact, and adhere to local laws and regulations concerning litter and waste on public roadways. This effort helps minimize the event's footprint on local communities and natural landscapes, supporting the broader "Leaving No Trace" ethos of the event. Interested in keeping the highways beautiful? Talk to Barbarella!

MAN PAVILION



**JEREMY
CRANDELL**
PROJECT
MANAGER



**CARRIE
BARNES**
CONSTRUCTION
FOREMAN



OPA
MAN PAVILION
CONSTRUCTION
DESIGNER



MOLLY S.
PRODUCTION
COORDINATOR

DPW's Man Pavilion crew interprets a conceptual design inspired by this event's theme into the physical structure that supports the Man on top and houses a myriad of contributed art inside. The Man base designs are specific to each year and, as such, provide a unique challenge every year. We work with artists, architects, engineers, builders, carpenters, metal fabricators and vendors of all sorts to pull together a massive art project on a tight schedule. The resulting Man Pavilion is staffed 24/7 to support everyone who interact with it during event week - and then we burn it. Elegantly.

METAL SHOP



**METAL
HEATHER
MANAGER**

The Metal Shop works on everything from t-stake pounders to structural steel aspects of the man. They fabricate, augment, and maintain a million things metal for a wide range of crews, as well as support honorarium artists. They have a hand in nearly every DPW construction project. Hot, sexy Metal Shop, working all day in the desert sun. God damn. Interested in joining the metal shop? Talk to Metal Heather.

PLAYA RESTORATION AKA RESTO



**DA
PLAYA
RESTORATION
MANAGER**



**MOM
ADMIN
COORDINATOR**

Playa Restoration aka Resto, is the post-event All-Star Team responsible for cleaning up Black Rock City and adhering to the “Leaving No Trace” principle in time for the Bureau of Land Management’s (BLM) Post-Event Inspection. They walk the playa together, conducting sweeps of the area to remove MOOP (Matter Out of Place), ensuring the natural environment of the Black Rock Desert is preserved and that Burning Man successfully achieves the necessary permits to hold the event each year. Want to join Resto? Come to MOOP Map HQ at 5:30 Esplanade and sign up.

PURCHASING



**SHINY
ASSISTANT
MANAGER**

Close your eyes, pray to the dust devils of playa plenty, and poof! Your wish is our command. Resourcing is a magical undertaking in the hot, dry desert in the middle of nowhere. Yet we remain at your humble service, buying your shit, and manifesting goods out of thin air. Behind the veil lies the practicals, like submitting your request on time, being clear in your needs, and trusting it will all come together. We are here to help build the city with you every step of the way. PS – our department moonlights behind the scenes as DPW party facilitators.

ROADWORKS



MUSCLE TITS
MANAGER

The Roadworks Crew create and maintain BRC's roads from the pavement throughout our fair city. We pound stakes and pegs, unfurl miles of banner flag, and deploy hundreds of cones. We also direct the water truck drivers to keep us wet in all the right places. Assigned to Roadworks? Talk to Muscle Tits!

ROUSTABOUTS



LEEWAY
COORDINATOR



DUCHESS
COORDINATOR

The Roustabout Crew is DPW's general labor pool. They go where the work is. Many folks start off as a Roustabout which allows them to try on many crews, meet 'n' greet and get the lay of the land. Often they find a team that feels like home and ask to stay, but some folks like the variety and excitement of not knowing what tomorrow's work day will bring and choose to keep on keepin' on with the Roustabouts. Are you a Roustabout? Check in with Leeway and Duchess after the Morning Meeting to see what's on the docket for the day!

SHADE CREW



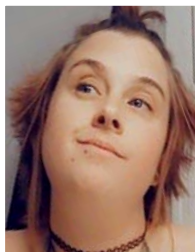
PRODUCTION
MANAGER



RUIN
ASSISTANT
MANAGER

Shade Crew is a hard working, hard playing, shenanigans loving, teamwork based crew. They work in the sun all day, so you don't have to. It's hard physical work and long days in the elements, moving lumber, swinging hammers, climbing ladders, and stretching shade cloth by hand. In 2023 despite the crazed weather they built 180 structures totaling over 3 acres of Shade in 3 weeks. It doesn't take a lot of construction experience because they build a fairly simple style structure. What makes Shade awesome is the teamwork with a wonderful crew, and sense of accomplishment at the end of every day.

SHOWERS AKA THE WET SPOT



You want a shower? Of course you do. It's fucking dusty out here. Housekeeping and the crew are here to make sure that you can get clean after a hard day in the sun. If you have a DPW BMID, you have access to the Showers. What to bring: Rubber duckie, shower flip flops (no Playa shoes in the showers please!), soap, shampoo, towel, bathrobe, Q-tips. What not to bring: Your dog, cameras, hair dye, sexy time. The Wet Spot is CO-ED. Want to keep your privates private? Wear a bathrobe and hang it outside the shower stall curtain.

**HOUSEKEEPING
MANAGER**

SIGNS



**DARK
SPARKLE
MANAGER**



**SWEET PEACH
ASSISTANT
MANAGER:
INSTALLATION**



**SAILOR MOON
ASSISTANT
MANAGER:
PRODUCTION**

SIGNS creates the signage for all of Black Rock City, making it one of the biggest installations on the Playa with over 1000 individual signs. DPW Signs: "You'd be lost without us." The street signs are hand-painted and designed anew each year to match the theme of the event. It's a tradition of art coinciding with civic infrastructure that dates back to the first street signs in '97.

photo by John Curley



SPECIAL PROJECTS



BAR-FIGHT
MANAGER



**ARGLE
BARGLE**
ASSISTANT
MANAGER

Special Projects build things for every department at Burning Man and roam the Playa taking care of any special carpentry needs. Special Projects oversees the installation of vertical shade panels, information kiosks, bike racks, and solar lights throughout the city. Assigned to Special Projects? Talk to Bar-Fight.



SPIRES CREW AKA THE SPIRATES



BLACKTHORN
MANAGER

SPIRES are 14' tall wooden sculptures that accentuate the design of Black Rock City. Facilitating the romantic oil lamp Illumination of the city by the Lamplighters, SPIRES help guide burners to the MAN and back home again, even during intense dust storms. BRC's SPIRES are an institutional art project that was designed by Larry Harvey himself, and first installed by Will "Mr. Klean" Roger. Assigned to INSTALL or BUILD Spires? Report to Blackthorne.

SURVEY



COYOTE
MANAGER

From dusk til dawn, The Survey Crew walks the Playa, pinpointing measurements for miles and miles. By the end of the blazing hot week, thousands of measurements have been marked, resulting in Burning Man's largest art sculpture of all— Black Rock City itself. Black Rock City also unofficially boasts being the world's largest clock. Prove us wrong!



TSA: TRANSFER STATION AUTHORITY

Located down 5:30 by the DPW Depot, the Transfer Station is responsible for educating staff and ensuring the proper sorting of all trash and recycling from event infrastructure and operations.

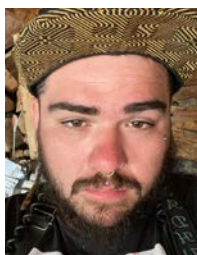


MOON
TRANSFER STATION
MANAGER

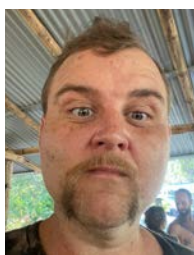


GROMMET
TRANSFER STATION
ASSISTANT MANAGER

The TSA Organic Waste Crew, based at the Commissary on 5:30, is tasked with educating staff on proper sorting of organic waste, trash, and recycling generated by Commissary operations.



SPAGHETTI GIRL
ORGANIC WASTE
MANAGER



TRASH DADDY
ORGANIC WASTE
ASSISTANT MANAGER



photo by Moon

WATER & PLUMBING



RIAUNNA
MANAGER

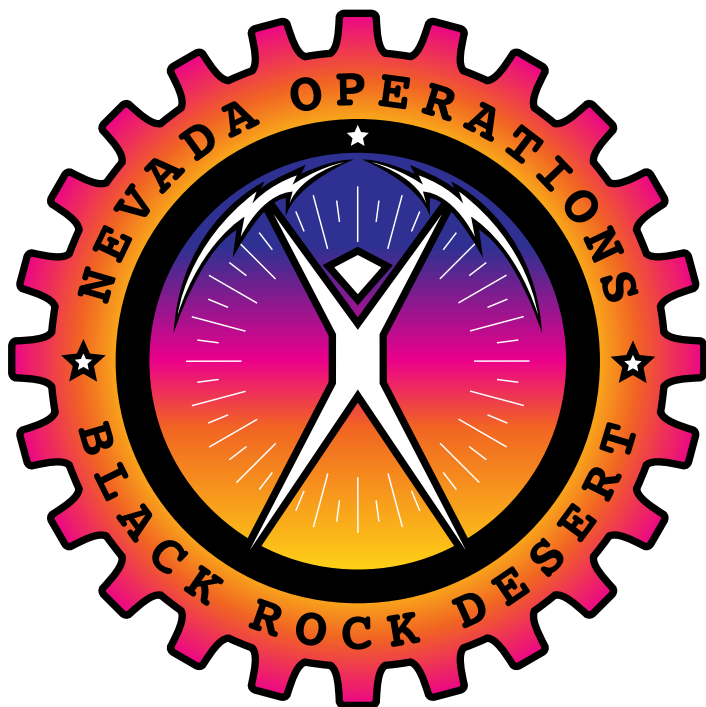
The Waterworks department handles potable water logistics for DPW infrastructure, as well as art honorarium projects and some theme camps with interactive arts elements through the Civic Water Program. This all-star team handles the impossible daily by coordinating quality control and water deliveries in the arid desert environment of Black Rock City!

And how do we get water in the desert? Pretty important, right? The Plumbing Team sure thinks so. Much like the Spice Melange - the water must flow...When it's supposed to, at least. The Plumbing Team strives to make sure that plumbing in Black Rock City is the best that it can be. The Plumbing Team installs, maintains and removes all the potable water and gray water containment and delivery systems that are used at infrastructure locations such as the Commissary, the Wet Spot, the hospital, and throughout the city. Without the plumbing you wouldn't have the water!

photo by Chop-Shop



NVO CREWS & MANAGEMENT



Nevada Operations is the department that manages, develops, maintains, and occupies our infrastructure assets and properties in Gerlach (The Ranch aka Black Rock Station, the Showers Property, the Black Rock Saloon, the Gerlach Estates, the Gerlach Office, the 360, and others) throughout the year. It's a big damn job. They were here before you got here, and they will be here long after we are gone, holding down the fort and keeping the torches lit. Though not a complete list, here are some of the NVO Crews that used to be under our department!

AUTO SHOP



YOYO
MANAGER

The Auto Shop keeps our ragtag fleet of vehicles alive and well. The Auto Shop crew is in charge of assigning you the wheels to get you, your crew, and your gear to where they need to be. Check your rig's fluids every day, and contact Auto Shop immediately if something about your vehicle doesn't seem right.

THE BLACK ROCK SALOON



KOLD KUTS
MANAGER

The Black Rock Saloon is here to make sure you've got someplace comfortable and welcoming to relax after work. Come by and use the facilities: Check your email, take a shower, do laundry, shoot some pool, enjoy a movie, or just hang out. After work, have a drink if that's your thing. Do you wanna Bartend? Or host some sort of creative or instructional thing? Talk to one of these fine folks.



BRC STORAGE PROGRAM



DUSK
MANAGER

The BRC Storage/Private Container Program offers storage of participant-owned 20-foot shipping containers and delivery from the Ranch to Playa. The Private Container Program (PCP) crew supports participants who utilize our program to bring out bigger and better art and infrastructure for their camps, while minimizing fuel consumption from repeat shipping and reducing large-scale hauling.

HOUSING



SPROCKETT
MANAGER

“It’s better than a tent” is our motto! Housing is here for you - for any shelter problems, please call our Housing team. Housing Dispatch will respond to your request and our techs will fix your fixture. We offer a weird range of accommodations to meet your every need: Living Boxes, Living Containers, Burning Man Trailers, and Shift-pods. After this, you’ll really appreciate civilization, if you ever find your way back to it.

GERLACH RESIDENCES



SYLKIA
MANAGER

The Gerlach Residences team manages the four properties where crew reside pre/post-season. The Gerlach Estates is our illustrious trailer park. Those without personal trailers are assigned to a house or a bunk or a couch or a spot on the floor of their very own. The Bunk House aka Copper Pit is another property with bunks and is used when the Gerlach Estates bunks are overflowing. The Showers property, on the edge of town, is home to a multitude of trailers as well as tent space. The 360, just down the road from the Showers, is the landing pad for an assortment of living boxes and trailers. Together, they make sure everyone has a relatively comfortable place to sleep while in Gerlach. They’ll also help you place your travel trailer, and tell you not to park in the wrong place. Check in with them when you move in, and check out with them when you move out.

photo by Tremain Calm



PACKAGES



DWAN
MANAGER

The Packages crew receives, tracks, delivers and supports all the incoming mail and packages during the event season. If you need to know the proper way to make sure your items get to you in a timely fashion, reach out to this crew. You can find them behind the Jail at the Gerlach Office during pre-playa period and in their Packages shipping container in the Commissary Business Park on playa.

RECEIVING



SIR ENDER
COORDINATOR



ORACLE
ASSISTANT

Our Receiving Team is the unsung group of superheroes who ensure that every piece of event production magic finds its way to the right department. These dynamic individuals are the first to greet every package, from the tiniest screws to the grandest props, treating each one like it's the key to the Burn itself. They navigate the maze of deliveries with the precision of ninjas, the strength of titans, and the enthusiasm of kids on Christmas morning. Whether it's a last-minute shipment or a long-awaited treasure, the Receiving Team handles it all with smiles, efficiency, and an unmatched sense of adventure.

SPECIALTY CONSTRUCTION



POPEYE
MANAGER

Emerging from the obscurity of pre-season on the Ranch, The Container Build and Rehab Crew build new Living Boxes and Office Containers, as well as shore up our patchwork of vintage buildings as they battle the elements of desert life. Living or working in a building? Give thanks to this little known crew of dedicated builders. Want to join up for next season? Talk to PoPEYE.

THE DPW EXPERIENCE





THE DPW MORNING MEETING



7:30AM MONDAY-SATURDAY

ON PLAYA AT THE DPW SHADE IN THE COMMISSARY BIZ PARK

THE DPW MORNING MEETING IS THE CORNERSTONE OF THE DPW EXPERIENCE. For as long as there has been a DPW, there's been a DPW

Morning Meeting. This meeting is optional but your attendance is encouraged. We attempt to inform and inspire, but we will settle for getting you all out of bed to start the your day. There's work to be done.

Time is the most precious thing any of us have on this Earth, and the DPW Morning Meeting is founded on a single, crucial, Golden Rule: **DON'T WASTE OUR TIME.**

Mornings can be hard, and meetings can be awful, so please, for the love of all that is good, don't make things worse by wasting our time.

ATTENDING A MORNING MEETING

1. We may or may not have a PA system, so we encourage you to do two things: Move Close & Be Quiet. Do those things.

2. We start at 7:30 sharp. Show up on time. It shows respect for the rest the crew, and it lets everyone know you are ready to get to work.

3. Raise your hand to ask a question, or if you need clarification.

SPEAKING AT A MORNING MEETING

1. Don't waste our time. Don't waste your time. Don't waste my time.
2. Speak concisely. Get your message down to as few sentences as possible, while making sure your point is clear.
3. Know what you are going to say before you begin. Don't just start talking and making it up as you go. That's what our host may be doing and one person doing that is plenty.
4. Know your Audience. It's not just DPW, not just workers, not just our friends. Make sure your topic is relevant to this audience before you speak.
5. No Lost and Found announcements. Not even one. That is, in Cobra's words "an endless slip down an infinite slope". Don't do it. No. Don't.

MORNING MEETING FAQ:

Q: Do they have to be at 7:30?

A: Yes they do. For many reasons. The DPW Morning Meeting is designed to be an info out for the largest number of people, and this time is the best time to hit the largest audience.

TL;DR: Earlier is too early, Later is too late.

Q: Hey, so you handed out this cool thing at the Morning Meeting, and I missed it... Can I get one of those cool things?

A: No. We ran out of those cool things.

Q: I just want to ask real quick if anyone has seen my water bottle.

A: No, no. Please no.

Look, we know it's early and it's hot and most meetings are crap. We know. But this is how the whole thing gets done. This is when the whole crew comes together to get the news and get back to doing what we came here to do. Wake up, show up, and make the most of it. It's gonna be another kick ass day of DPW.



DPWFAQ

HOW DO I GET PAID TO DO THIS?

DPW has always been a volunteer-based organization, and some positions will always be volunteer positions. That said, DPW does have some paid positions for skilled labor, responsibility, leadership, and management. If you are interested in a paid position, talk to your Manager about moving up the chain, and taking on some more responsibility on your project. If a position is available, they will let you know. Open positions are also posted to the DPW mailing lists, and to the Burning Man job board. If you are looking to change roles or projects, or to talk about how you can get more involved with other aspects of DPW or Burning Man, talk to the DPW Personnel Team.

AM I EXPECTED TO START WORKING AS SOON AS I ARRIVE?

No! Gerlach is located at over 4,000 feet elevation and temperatures are extreme. Your first day should be spent setting up your living space, acclimating by drinking lots of water, and attending the Morning Meeting. If you will be working in a contracted role please plan with your Manager to secure an arrival date that will allow you to acclimate and be ready to work on the first day of your contract.

WHAT AM I GONNA BE DOING?

Every crew in DPW works hard. Expect physical or construction work, T-stake pounding, painting, carpentry, organizing, cleaning and other things in the sun or heat that will tax your body and ruin your clothes.

DO I NEED TO BRING MY OWN TOOLS?

No! We'll set you up with whatever we need you to work with. If you're particular about your own brand of gloves, bring em. Closed toed work shoes/boots. Personal work items that make your day better. If you do bring your own tools, make sure to mark them so that they can be identified as yours. However, we can't replace lost or broken tools so if you bring your own stuff, it's at your own risk.

ARE THERE PHONES/WIFI AVAILABLE?

YES! Gerlach has cell phone service available by most providers. We also have a phone at the Black Rock Social Club. Please be courteous by keeping your phone calls brief and make sure you hand off the phone to the next person in line.

Wifi is also available for some of the times and locations we'll be living and working in, though the further away from town we get and the bigger the population becomes, the more these signals struggle. Be sure to do all your downloading at home before you get here because there won't be streaming bandwidth available and much of it is taken up by work.

DPWFAQ

WHERE IS THE CLOSEST ATM?

Bruno's, Joe's, and the Miner's Club in Gerlach and the Empire Store in Empire.

CAN I TAKE A DAY OFF IF I'M SICK, OR IF I NEED SOME PERSONAL TIME?

YES! Your first job is to take care of yourself, especially here in this desert environment where if you don't choose to take breaks, the Playa will choose for you- usually at the worst time. Tired, sick, and otherwise distracted workers are not happy or safe workers. There is also a very important element of choosing how to spend your finite energy- when you say Yes to something, what are you saying No to? Balancing your experiences here is key. Sleep is vital. Nourish yourself often. Drink Water. Talk to your Manager about what you need.

ARE THERE LAUNDRY FACILITIES AVAILABLE?

Laundry facilities are available at the Gerlach Estates Trailer Park, Black Rock Station, Black Rock Social Club and pay units at Brunos. Please connect with the mayor of your village to see which units are most appropriate for where you're staying.

IS INTERNET ACCESS AVAILABLE?

Yes! Public computers are available at the Black Rock Social Club, located across from the Burning Man office. There is also a wireless cloud there.

IS THERE A REGULAR / SNAIL MAIL ADDRESS WHERE PEOPLE CAN SEND ME STUFF?

Yes! It is: [Your Name], c/o [Your Department], 390 Main street / B319, Gerlach, NV 89412. Do not post this address on social media or make asks to your entire friend list to send you things. We get a massive amount of packages - please help us keep it manageable.

WILL I BE USING MY PERSONAL VEHICLE?

Not for work, unless you make the choice to do so. Use your own vehicle at your own risk- it is not recommended. We will not reimburse you for damage to your vehicles. You are responsible for maintaining your own vehicle. Do not expect ANY work to be done by us on your vehicle. Self-reliance is key here, folks.

WHAT'S THE DEAL WITH GASOLINE?

We don't supply fuel for personal use. Always travel to Black Rock Station with a full tank, or at least enough to get back to the Shell station in Gerlach, 25 miles away. REMEMBER: FILL YOUR TANKS BEFORE THE EVENT.

DPWFAQ

IS BLACK ROCK STATION AKA THE RANCH USED ONLY BY THE DPW?

No! These facilities are largely used for Nevada Operations (NVO) work, but many other Burning Man departments and artists also do work there. The Ranch is also where Burning Man stores much of its infrastructure during the off-season.

WHAT IF I HAVE DIETARY RESTRICTIONS?

We really like meat, potatoes, and traditional breakfast out here. If you're a vegetarian, we will have a vegetarian meal option available. If you have more specialized dietary needs you should be prepared to provide your own food during your stay. Once we are in Black Rock City, the commissary will have veggie meals available pre and post-event. There's also a food form on the DPW Compass we invite everyone to fill out for our meal planners and while requests are not guaranteed, this is a great step in the right direction.

WILL DRINKING WATER BE PROVIDED WHILE I'M WORKING?

Yes! Water and electrolytes. DRINK IT.

ARE THERE SHOWERS?

Showers are available in trailer houses in the Gerlach Estates, the Copper Pit, Black Rock Station, and often shower trailers will be made available in situational circumstances year to year. Once we move out to the Playa, we have a whole Showers Court available as well. You can get the details on them from your Manager. The showers in Gerlach are unavailable during the time we are on playa.

IS THERE RECYCLING OUT THERE?

Yes! Compost, plastic and aluminum are all collected for recycling in the Gerlach office, at the Estates and at the Black Rock Saloon! Also, during the event, aluminum is recycled at Recycle Camp! There are recycling bins as you leave Commissary, and the Transfer Station Authority also helps individual crew worksites and camp sites setup their Collection Stations! Please always sort your trash - **WE TAKE THIS VERY SERIOUSLY** - and remember to tie off any personal hygiene waste items in small bags (dog poop bags work great!) without mixing them with other trash or recycling.

DPWTF

- The DPW work season is a marathon — not a sprint. Burn yourself out and it's time to go home. Remember to pace yourself if you want to go the distance. We want you to stay strong with us until the end!
- Workdays start for many of us with the 7:30am MORNING MEETING – While these meetings are optional for many, you are highly encouraged to come. Check with your manager about how you should start your work day. This is one of the most important aspects of our day and is generally the only time that all of DPW will be assembled together. Expect general announcements, work progress, assignments, weather reports and occasional schrag — shirts, stickers, posters, crap and stuff.
- Work days begin around sunrise and end near sunset. Your crew's hours of operation may vary depending on the crew you work with. Once you are assigned to a crew, your Manager will keep you posted about when you are expected to work.
- Pre-Playa, the time before we move to Black Rock City, we're living in Gerlach at the Gerlach Estates, Black Rock Station and satellite camps as necessary, and having our meals and Morning Meetings at the Gerlach Chow Hall (which, in 2024, is in the Longhorn room at Bruno's), Black Rock Station Commissary and satellite villages. We commute for the work day.
- Once the Fence is up we move onto the Playa, we take our meals at the Commissary, and have our Morning Meetings at the DPW Shade in front of the Commissary.

Meals On Playa:

Breakfast 6:30am – 8:30am • Lunch 11:00 – 2:00pm • Dinner 5:00 – 8:00pm

- Expect strenuous manual labor, a hot sun in high temperatures during the day and unpredictable nights with occasional dousing thunderstorms, and unbelievable amounts of dust. The Black Rock Desert is a land of extremes, and it shows no mercy. Be prepared.
- We are working in a high desert altitude where temperatures can reach 120° F and can dip into freezing at night during the post-event fall season. Stay hydrated and allow your body a couple of days to adjust when you get here. Nourish. Rest. Take care of business proactively so you can play when you want to.
- Heat exhaustion can sneak up on you quickly. Keep water with you at all times and pay attention to what your body needs.
- Winds up to 100 mph. Keep your shit tight and secure all loose objects. Dust storms can last for hours with little to no visibility. Do not attempt to drive in poor visibility conditions or you run a deadly risk. Sit tight and wait it out.
- The Playa dust is alkaline- abrasive, corrosive, conductive, and gets everywhere. Vehicles, tools, gears, rubber gaskets, zippers, computers, etc. will eventually corrode and short out. Just saying.
- Be situationally aware and keep an eye on each other. Use the Buddy System.
- Yes we work and play hard but remember to take care of yourself. Rest is good — get some. Tomorrow we do it all over again. And after Burn Week too.

DPW MANAGEMENT

Like most complex organizations, Burning Man (and DPW by extension) has a hierarchical management structure, and a chain of command. Ours can look like any combination of the following depending on the needs of the crews:

BURNING MAN'S CEO EVENT OPERATIONS DIRECTOR

DEPARTMENT DIRECTOR

COUNCIL MEMBER ADMIN/ COORDINATOR	COUNCIL MEMBER CREW MANAGER	COUNCIL MEMBER SENIOR MANAGER/ DEPT. MANAGER CREW MANAGER
--	--	--

CREW MANAGER CREW ASSISTANT MANAGER SUPERVISOR CREW LEAD CREW

For simplicity, we tend to refer to everyone at the Crew Manager level and above as a “DPW Manager”. Please be careful not to use the word “Manager” lightly, and do not add it to new titles or roles created on your team without talking to your Council Member. It’s a significant title, and it has weight. Generally speaking, you are given the title of Manager in DPW if you oversee a team, or in some cases, if you oversee a process. That doesn’t mean that a Crew Lead doesn’t sometimes oversee people, or that an Assistant Manager can’t be in charge of a process.

What it means is that ultimately, a DPW Manager is still in charge of, and accountable for, those people or that process. If you are a DPW Manager, we have placed a certain level of responsibility on you, and we expect a certain level of performance and behavior. Like they say, “With great power comes great responsibility”, and in our case, great accountability.

DPW CREW STRUCTURE

After years of trial, error, and restructuring, we now have a balanced system that we can share with you, so that you can all have a better understanding of how pay in DPW works. In short, it works like this:

- Each paid role is connected to a Department and to a Job Title
- Each Job Title had a pay range attached to it.
- Each crew has a set number of paid roles.

Example 1

The DPW Ghetto has 1 Manager position, 1 Assistant Manager position, 2 Crew Lead positions, and 6 Volunteer positions, for a crew total of 10.

Example 2

The Yellow Bike Crew has 1 Manager position, 1 Logistics Manager position, 1 Grounds Keeper Position, 1 Shop Steward Position, 6 Lead Mechanic positions, and 6 Volunteer positions, for a crew total of 16.

Example 3:

The Metal Shop has 1 Manager position, 2 Specialty Lead positions, 3 Crew positions, and Volunteer positions as needed.

Every project on DPW is organized in this way. Managers and council members are responsible for designing and building the structure of their teams. We have done our best to keep pay consistent across the Job Titles.

Volunteerism is still a huge part of what makes Burning Man, and DPW possible. Some DPW positions have always been, and will continue to be, volunteer positions. Awesome volunteer positions.

We hope this system is easy to understand, and will be the model we continue to use and refine for years to come. If you have any questions, feel free to ask your Manager, your Council Member, or the DPW Personnel Manager, about how it all works.

VOLUNTEER RIGHTS AND RESPONSIBILITIES

With the understanding that volunteering for Burning Man is a gift freely given, with no expectation of compensation or remuneration, we jointly acknowledge these rights & responsibilities.

YOUR RIGHTS AS A VOLUNTEER:

1. The right to feel valued as a co-worker. Wherever in this world you go, whatever your volunteer task, you have the right to feel that your time and contribution are valued, and that you are not just free help, that your honest opinions are respected and that your work is appreciated.
2. The right to relevance. You have the right to request to be matched with assignments that may highlight or further your personal goals, abilities, knowledge, and experience. The right to receive orientation, training, a role description, guidance, feedback and the resources necessary to carry out your commitments well.
3. The right to re-negotiate your volunteer role. Find yourself in a volunteer position that just isn't working for you? You have the right to talk to the team to discuss ways you might be able to shift your role or take on another project or position. And if you still can't find a good fit...
4. The right to leave. You have the right to leave on fair terms with the team. This isn't a decision that should be made hastily but, if after talking to and working with the team you still feel unhappy, unappreciated, or unsatisfied with your volunteer experience, you do have the right to find a volunteer role that may provide a different experience.

YOUR RESPONSIBILITIES AS A VOLUNTEER:

1. The responsibility to communicate your needs. Feel like the team or role is not a match? Talk to the team, providing specifics about the disconnect and a few suggestions of ways to make it better. If you don't let them know that you're not getting from the experience what you'd hoped, they can't work with you to change the situation.
2. The responsibility to value the team and the community. While part of the team, respect its members and the diversity of their opinions, learn and embrace the values of the whole community, safeguard confidential information, protect privacy, act fairly and impartially, refrain from using your authority or position as a lever against others and be open to change!
3. The responsibility to follow through on your obligations. Do what you say you'll do, whether it's honoring the volunteer role and schedule you've agreed to, providing ample notice if you're unable to perform your tasks or responsibilities, or serving as a good representative of the team in the community.
4. The responsibility to honor the team's investment in you. Always remember that while you may be donating your time, you are not a free resource to the team; rather, they too have invested invaluable time—and probably also knowledge, tools, and other resources—in having you be part of the group. Should you feel you no longer want to volunteer here, be sure to keep this commitment in mind before deciding to leave, and please consider the impact on the larger community before leaving.

DPW CHECKLIST

The DPW Checklist covers the simple basics of Playa living. Whatever else you bring for the event is up to you...

WHAT YOU SHOULD HAVE WHILE YOU ARE OUT HERE:

- Two forms of Identification– Driver's License, Passport, Social Security Card, etc.
- A leatherman/multi-tool/sharp knife
- Protective EYE WEAR / sunglasses / goggles
- Flashlights, camp lights, and batteries
- Good work boots, preferably two pair
- Socks. Lots and lots of socks.
- Work clothes that you don't mind having ruined forever.
- Painting clothes that you don't mind having ruined forever. Specifically by paint.
- Warm clothes (it gets cold at night).
- Rain gear (it rains here too). Large ziplock bags can work as temporary boot covers, if you don't have galoshes.
- A good tent, along with 12" tent stakes, or some other form of sturdy shelter.
- A warm sleeping bag and a pillow. A quick tip: The Playa can and will jam zippers. Rubbing candle wax along those zippers helps for smoother zipping.
- High SPF sun block
- Chapstick or lip balm (the kind with sunscreen is recommended)
- A personal First Aid kit
- At least one bandanna
- Wide brimmed hat (with a string so you don't lose it in the wind!)
- Some sort of Alarm clock or smart phone to wake you up for the Morning Meetings

DPW CHECKLIST

RECOMMENDED

- Personal Care Kit: Soap, lotion, shampoo, Q-Tips, toothpaste, toothbrush, dental floss, mouthwash, toilet paper, a towel, deodorant, tampons, massage oil, condoms, lube, nail clippers, nose hair clippers, shaving stuff, safety pins, and a sewing kit.
- Any required prescriptions, contact lens supplies (disposables work great), or whatever else you need to maintain your health and comfort in a remote area with no services
- Earplugs (not everybody wants to sleep when you do)
- Open-air shade structures
- Umbrellas, parasols, hats, sheets - something to break the midday sun
- Rope/lanyard
- Rain gear/poncho/wind breaker
- Particle/dust mask
- A cooking stove and pot
- Eating utensils (i.e. silverware & bowls; bowls in general work better than plates)
- Plastic bottles to cover tent stake ends - (empty soda bottles, etc.)
- Thermal underwear (long johns)
- Spare blanket
- A travel mug of some sort (one that clips to your belt is useful)
- Medical tape for your hands (protects from blisters, especially for Fence Day)
- If you're bringing a car you'll want a spare set of keys, some tow straps, jumper cables, and a good spare tire...
- A spray bottle of anti-fungal stuff for your feet.
- Insect repellent
- Moisturizer cream / lotion
- Garbage bags with built-in tie wraps
- Portable ashtrays for smokers (an empty Altoids tin works great)

BLACK ROCK STATION



BLACK ROCK STATION IS BURNING MAN PROJECT'S PRODUCTION AND STORAGE FACILITY.

Black Rock Station (BRS or The Ranch) is available to all Burning Man teams and crews for Burning Man projects. Workspace is allocated based on the work to be performed, in coordination with other teams and as schedule and space permit.

Work on the Ranch must be scheduled in advance and scheduled through the Black Rock Station and Ranch Operations managers. Space and time are serious considerations and communication is necessary to assure projects can be completed safely and on time.

Everyone working at BRS should be professional, safe, sober, flexible and respectful while working with other crews and individuals.

All tools, equipment, materials, and resources at Black Rock Station are the property (or in the care) of Burning Man Project and are to be used only with the approval of the BRS Manager or a specified team's manager.

No overnight sleeping or camping on the Ranch without advance scheduling with the Black Rock Station manager or the Ranch Operations manager. Persons who are not members of Burning Man Staff or volunteers may only stay on the ranch with permission in advance.

BLACK ROCK STATION

WHEN YOU COME OUT TO LIVE OR WORK AT BRS:

- Check in at the Gerlach Office before heading out to the Ranch.
- Check in with Ranch Operations upon arrival at the Ranch. You must sign in when you first arrive on the Ranch, No Exceptions.
- Familiarize yourself with the Emergency & Safety plans as well as the locations of Emergency Equipment and First Aid Kits. Ranch Operations is available to assist.
- Follow Safety Orientation Guidelines and report unsafe conditions to the Ranch Managers immediately.
- Speed limit is 15 mph on Jackson Lane and 5 mph everywhere on the property. If you are kicking up dust, you are going too fast!
- Park personal vehicles in the designated staff parking areas.
- All neighboring properties are private properties. Trespassing is prohibited.
- The use of personal tools or vehicles is done at your own risk. Loss, theft, or damage to your personal tools or vehicles will not be reimbursed.
- Illegal drugs are prohibited
- No drinking of alcohol before 5 PM. No drinking of alcohol while working or performing any official task. No Exceptions.
- No children under 18 years of age.
- No open display or use of firearms at any time.

PERSONAL STORAGE

Personal storage is not allowed without the permission of the BRS Manager and requires a Personal Use Agreement (PUA).

BLACK ROCK STATION FLEET VEHICLES

You must be on the Burning Man Driving Insurance to operate a Burning Man owned vehicle. Fleet Vehicles are allotted a parking area and must be returned when finished or at the end of each day.

Fleet Vehicles are to be kept clean, free of debris, and cleared of trash at the end of each day. Joyriding or any unprofessional misuse of any vehicle at any time is not allowed. We take this seriously.

All operators are to check and maintain fluid levels with each day of vehicle use and are to report any malfunctions or repair needs to the Auto Shop without delay.

If you experience a problem, STOP THE VEHICLE IN A SAFE PLACE IMMEDIATELY and call the problem in. Continued operation may cause permanent damage or put you and others in danger. DO NOT ATTEMPT REPAIRS YOURSELF.

BLACK ROCK STATION

THE BATHHOUSE

Please keep it clean at all times. If you see a mess, clean it up. If you are living at BRS, you and your crew will be asked to clean the common bathrooms periodically, this is done on a rotating schedule and is shared among all BRS residents. If you need cleaning supplies or restocking of supplies please look in the back closet or the cabinet at the front of the bathrooms. Clean up after yourself.

BRS WORKSHOPS

The Common Shop, Auto Shop, Metal Shop, and all other work and storage areas are to be kept clean, organized, and free of debris. This is not just a good work habit but is a safety issue as well. Clean as you go. Use the areas assigned to you and respect others' workspaces. If you think you'll need to work in a specific workshop, please check in with the manager of that area or Ranch Operations so that we can help find you a solution if that space is not available.

TOOLS

All construction and automotive tools are provided for the use for Burning Man projects and must be checked out and used with professional respect for the tool and future users and with conscious regard to personal safety and the safety of others at all times.

All tools must be returned to the Ranch Common Shop. If the tool is damaged or needs repair, or you have concerns or questions about a tools operation, please contact the Common Shop Lead or someone on Ranch Operations. Please report problems immediately to ensure timely repair or replacement of the tool.

Return tools you are not using and let us know if you find tools out of place.

MATERIALS

Materials and supplies are not usually for general use. They have been purchased, inventoried and stored for specific crews and projects. If you don't know who it belongs to and you haven't talked to the person who does, do not use it. Ranch Operations has access to general use materials and supplies that can be used on a first come first serve basis. When you need help with materials, please reach out to Ranch Operations so we can assist you.

WE'RE ALL GUESTS HERE IN GERLACH



Photo by DA

Here we are, Gerlach, the frontier outpost perched precariously on the cosmic fringe. Every day in this desert is a beautiful one, less one thing. Whether that one thing be battling bugs big enough to ride or dodging dust storms that seem to have a personal vendetta, fear not - the sunsets here could melt away any qualms.

The folks you'll meet here are the stuff of legend - a motley crew of Burning Man enthusiasts, small-town ranchers and retirees, and love-struck wanderers who've all taken a tumble down the rabbit hole and decided to stick around. As much as we're all about embracing the chaos, let's not forget our manners. Remember, when you're here, you're viewed as an official representative of Burning Man Project. So, whether you're ordering coffee at dawn or dancing on tables at dusk, keep it classy and courteous. We've got a reputation to uphold!

Gerlach is no Black Rock City, so, while we're here to spread Burner love and ethos, let's also show some love to the locals; mind your manners, be respectful, and who knows? You might just end up with a new best friend! In Nevada Operations we strive to be good neighbors, to minimize our footprint, and to build bridges with a town that's put up with our shenanigans for longer than we can remember. Let's do this thing with style, with grace, and with a whole lot of laughter.

How to be a Good Neighbor to the Locals from the Locals:

- No trespassing! All neighboring properties are private properties, trespassing is prohibited. Do not park on their property. Do not use their water.
- Dress respectfully and appropriately. Gerlach is not Burning Man; shirts and pants/bottoms for all genders are always required in town and in local businesses. Be a responsible and respectful community member. Do not disturb our neighbors in any way.
- Leave No Trace; let's leave Gerlach looking better than it was when we arrived.
- Do not pass the school bus. Don't pass it on 447, or 34, do not pass it if it's stopped. If the Gerlach K-12 school bus is out, act as if there is possibly a child running around near by.

WE'RE ALL GUESTS HERE IN GERLACH

Driving Expectations:

- DO NOT DRINK AND DRIVE. Period. Driving under the influence is grounds for termination.
- Follow all posted speed limits and vehicle operation laws:
 - Main Street is 25 mph, side and back roads are 15 mph max.
 - County Road 34 from Gerlach to Black Rock Station/ Fly Ranch is mostly 55mph unless otherwise posted.
 - Butts go in seats, if there is a seat belt, use it. Drivers do not allow for passengers to stand in or on the vehicle or sit on the sides of your truck bed.

Note about County Road 34: This route is deceiving, it looks like an innocent, rarely traveled path but it has been known to claim both vehicles and lives. We travel this road to get to our work sites, locals use 34 to get to their ranches. The county roads department is often out working on the road. You'll come upon roaming cows, rabbits, and massive farm equipment. It is not safe to speed or pass, especially against a double yellow line. It is barely safe to pass when you have the right of way to do so. Take it easy out here, why on earth would you be in a rush to get to work?

GERLACH, NV U.S.A.

Gerlach is located in Washoe County, Nevada. It was founded in 1906 during the construction of the Feather River Route of the Western Pacific Railroad. A two-hour drive (about 100 miles northeast) from Reno, Gerlach is the gateway to The Black Rock Desert-High Rock Canyon Emigrant Trails National Conservation Area and has become known as an outpost for the Burning Man event.

After its inception, Gerlach remained a railroad town. It was filled with people who worked for the railroad, Washoe County road department, and the nearby U.S. Gypsum Mine in Empire. About 7 miles south of Gerlach, Empire was established with the founding of the gypsum mine in 1923. 90% of the drywall produced in the United States came from materials mined there.

At its peak around 1950, Gerlach and Empire's combined population totaled over 1,000 residents. It was home to two restaurants, five bars, two motels, and a handful of other small businesses. In 1976, the people of the town bought the property from the railroad company, put in a better water system, and created a town board as their municipal government.

Gypsum mining was the historic staple of the local economy until 2011 when the original mine closed. It has since changed hands and reopened at a fraction of its previous capacity. The population of Gerlach is estimated to be around 130 people, according to a 2020 Decennial Census.

GEOGRAPHY

According to the United States Census Bureau, the Gerlach CDP has a total area of 3.1 square miles, all land. Its elevation is 3,946 ft.

ECONOMY

The economy of Gerlach is based primarily on tourism in the nearby Black Rock Desert and hunting. Hunters from all over the west travel to Gerlach to hunt a wide variety of games such as chukar, geese, deer, and antelope. Other active industries are a Union Pacific switching station in Gerlach and public services of Washoe County, which include its roads department and the Gerlach K-12 School, a public school operated by Washoe County School District. When the original mine closed in 2011, the school's student enrollment decreased dramatically to a total of 8 students; since the reopening of the mine, more families have moved to the area and, as of 2021, the enrollment peak was 36 students. Many of the inhabitants of Gerlach are elderly retirees, some of whom operate small private businesses (primarily internet-based due to the town's remote location).

TRANSPORTATION

Primary highway access to Gerlach is provided by State Route 447. It can also be accessed via three former state highways: State Route 34, State Route 48, and State Route 49 (also known as Jungo Road). Gerlach has an airfield, a graded dirt strip, which is no longer used except in cases of emergency.

THE GERLACH OFFICE



Photo by DA

The Gerlach Office is open year-round to facilitate Burning Man Project's presence in the local community of Gerlach, NV. The office serves as our NVO operations headquarters that supports event logistics, administrative support, receiving department and visitor information center. The Office staff keeps us running smoothly and on target. Come in for a friendly smile and enthusiastic assistance with your questions! It is located in the center of town at 390 Main Street across the street from the Black Rock Saloon, with a big ol' sign, a shaded porch, Come say hello and see what's in the candy bowl this week!

Official Hours of Operation: 8am - 6pm daily, July 1st until Resto.

- The office is stocked with general office supplies - pens, paper, printers and notepads, a tiny staff kitchen area with snacks, drinks, and a shared fridge.
- Drop in desk space is available upon request, connect with the office staff to reserve a spot. Space is limited but we try to make it work.
- Speak to the office staff for:
 - Specific office supply needs, special requests.
 - Extended office hours for managers and staff.
 - Any support or questions you have, the office staff are here to help.
- What the office doesn't have:
 - Running water or a restroom. Portos are located out back or there are restrooms across the street in the Black Rock Saloon.
 - General use telephones. Phones are for business purposes only. There is a phone in the Saloon for general use.
 - Privacy. Do your best to keep your conversations to yourself and pick up confidential papers from the printer.
- Try to be quiet and chill when you come in - especially in the back rooms. We are all trying to focus. Please be mindful of the doors, they like to slam.

GERLACH LIVING: DPW ACCOMMODATIONS

For all living accommodations made available for DPW while in Gerlach:

- The main entrance to all trailer houses is located on the side of the trailer, not the front.
- No smoking/vaping/incense allowed in any of the residential properties.
- All staff, guests, and visitors must check in with the NVO Gerlach Residence team.
- All staff must be checked out of your trailer before moving to the Playa or vacating at the end of your work season.
- No outside guests may stay overnight without permission from the NVO Gerlach Residence Manager.
- All neighboring properties are private properties. Trespassing is prohibited.
- Keep the noise down in town. Noise attracts unnecessary attention. 10 pm is quiet time.
- The speed limit on the property is a slow crawl.
- There is NO PARKING within the Estates. Parking for service vehicles and on-call staff will be assigned around the Estates. Fleet parking will be available at the Saloon.
- There are pathways around all trailers in the Estates. Do not block these paths, keep paths clear of all obstructions.
- Living in such close quarters can be challenging; be a considerate roommate. Put your name on your personal items so if they are lost they can be found.
- All furniture, decor, kitchen equipment, and fixtures are the property of Black Rock City, LLC and must not be altered or removed from your Estates unit.
- Do not enter anyone else's trailer unless you are invited to do so.
- Trash and Recycling are the responsibility of each person here. There is a TSA recycling point at each property.
- No open fires, and no storage of hazardous materials anywhere on our properties.
- Close all trailer windows when the unit is unoccupied. Dust storms & high winds are common.
- Be aware that the stream near the railroad tracks contains treated sewage water.

Please report any damage or malfunctions to the Estates Manager. You will be held responsible for any damages done to the trailer during your stay. Light bulbs, trash bags and other cleaning supplies are available from the Gerlach Housing Crew.

Laundry can be done at the Black Rock Social Club. The trailer park includes units 5, 6, 7, 9, and 12, as well as the Sunset house. The Copper Pit has 3 machines available, or you can visit the laundromat at Bruno's gas station.

THE BLACK ROCK SALOON & SOCIAL CLUB

Gerlach, NV



Est. 2004

DRINKS. MUSIC. AIR CONDITIONING.

BLACK ROCK SOCIAL CLUB HOURS:

Mon thru Sat: 8am – Bar Close. Sunday: 10am – Bar Close

BLACK ROCK SALOON HOURS:

Mon thru Sat: 5pm – Bar Close. Sunday: Bar Manager's Discretion

The Black Rock Saloon & Social Club aka “The Saloon” is Burning Man’s private establishment for staff and crew members. The use of the Black Rock Social Club is a membership privilege, and the space is not open to the general public.

- The Saloon Manager and Bar Staff are responsible for requiring compliance of all of the house rules and all closing procedures.
- Guests and other Non-Burning Man Staff may not enter the Black Rock Social Club without the accompanied sponsorship of a staff/crew member in good standing.
- Members and their sponsored guests are requested to sign in to the bar’s Guest Book.
- Members are responsible for the conduct and actions of their sponsored guest
- Alcohol will not be served to or consumed by persons under the age of 21.
- Minor dependents of any member will only be permitted in or on the property while accompanied by a parent or legal guardian.
- All members are required to help keep the Black Rock Social Club clean and in order.
- Any intentional destruction or defacing of Black Rock Social Club or any of its contents is grounds for eviction from the premises and disciplinary action.
- Pets are discouraged inside the Saloon, but permitted. The animal must be on a leash and must be accompanied by its owner at all times.
- If the manager on duty says the animal has to go, it has to go.
- Report all damages or faulty equipment to the Saloon Management staff.
- Conserve Internet bandwidth, do not stream or download huge things. (Streaming to the TV is OK).
- Be respectful of our neighbors. Keep it down on the porch, and on your way home.

THE DPW GHETTO



The DPW Ghetto is our official Staff Camp and for many of us, our home in Black Rock City. If you intend to camp at the DPW Ghetto, Conrad, the Ghetto Manager, is responsible for placing your camp in a suitable location.

It's our home sweet home. While you're there, remember that you're sharing the space with the rest of DPW. Not everyone wants to listen to your idea of "Awesome" Metal at 3 am, and some of us have to work in the morning. So be mindful of your crew as you DJ, bartend, or drunkenly argue your nights away.

One more thing: Do your best not to attack people that wander into the Ghetto... They might be loved ones, family members, invited guests, DPW alumni, or next year's recruits. Help them find who they are looking for. If they are brave enough to drop by, they might be OK. Also, they might have booze. Booze we need.



THE DPW DEPOT

Photo by StAbby



The DPW Depot is the Department of Public Works receiving and storage area and also includes some of our service locations.

Located at the end of 5:30 in Black Rock City, the Depot is staffed with regular business hours during the main push of set up and event. Depot staff are out here to support you and help solve problems.

Located at the Depot:

- DPW Common Shop
- DPW Waste and Recycling Management
- The Wet Spot - Staff Showers
- Fleet Vehicle Parking
- Receiving and storage yards, including firewood, tools, lumber, and materials

THE WET SPOT



WELCOME TO THE WET SPOT!

OPEN HOURS - PRE/POST

OPEN HOURS - Pre/Post
6:00AM - 9:00AM / 5:00PM - 9:00PM

HOURS FOR EVENT WEEK

7:00AM - 7:00PM (Closed 1-2pm for cleaning)

**** HOURS FOR EARLY BURN AND LAST SUPPER ****

6:00AM - 9:00AM / 2PM - 6PM

Rain/Dust City Closure = Wet Spot is CLOSED

WHAT TO BRING:

All your own stuff: Rubber duck, Shower flip flops (NO Playa shoes in the showers please!), Soap, Shampoo, Towel, Bathrobe, Scrubby gloves, Etc.

RULES:

- No dogs
 - No Cameras
 - No Hair dye
 - No Sexy time ~Leave No Trace in Our Communal Space
- *One person per stall

THE WET SPOT IS MOSTLY CO-ED

The Wet Spot is CO-ED with a femme only unit, and the ability to accommodate other needs as needed.

Contact Showers Manager Housekeeping hannah.fritz@burningman.org
for more information and assistance!

TRANSFER STATION AUTHORITY: TSA BASIC SORTING GUIDE

**LOCATED AT THE DPW DEPOT DOWN 5:30
OPEN DAILY 9 AM TO 12 PM AND 2 PM TO 5 PM**

The TSA: The Transfer Station Authority is the crew responsible for the disposal of all trash + recycling generated by the cornucopia of staff and volunteer departments which make Burning Man possible! We're located along 5:30 by the Depot, open every day from 9am-12pm and 2pm-5pm, and always happy to help educate folks on how to properly sort their waste. We accept properly sorted materials in the following categories:

Aluminum cans (crush em!)
Plastic Bottles, Jugs & Tubs (#1, #2, #5 and #6)
Cardboard (clean and flattened)
Glass (bottles + jars)
Scrap Metal
Cigarette Butts (They're recyclable!)
Landfill (aka trash)
Electronic Waste (batteries, etc.)

Things we don't accept:

Compost: All compostable materials can be brought to the Commissary's TSA Organics Waste Crew during Lunch and Dinner!

Sharps: all sharps can be brought to medical

Ashes/Coals: bring 'em to the Burn Gardens at 5:30 & Esplanade near MOOP Map HQ

TSA COMMISSARY WASTE STREAM

Separating your waste upon leaving the Commissary is just like sorting it at your camp, work site, or the Transfer Station. The waste station is organized by individual streams to have an understandable and smooth operation. Above each stream is a sign listing the items that belong there. Helpful information is hung along the entry hall, displaying items sorted into their corresponding stream. If these forms of education haven't succeeded at teaching you what belongs where - our friendly Organic Waste Stream Crew will be there to assist you.

The majority of the waste that you will create in the Commissary consists of organic and compostable materials. We divide the "Compost" into two categories to educate about the materials and for more efficient transportation over to our dumpsters.

DPW DISPATCH



Located in the Commissary Business Park, DPW Dispatch monitors our radio traffic 24 hours a day and can be contacted directly on the Info 411 Radio Channel.

Our channels work on repeaters which boost signal strength, allowing greater coverage from the Ranch to Gerlach.

If you are in a place where you need to avoid most radio traffic, but still need to be available on comm, you can switch to a quieter channel. Be sure a team member knows where to find you.

Work as a team and answer calls for your fellow crew members when they do not respond.

As a courtesy, please turn your radio volume down while near the Dispatch office to avoid feedback broadcast through the speakers (from both the radio and the dispatchers).

Be in the daily habit of swapping out your battery for a new, fresh battery at the Radios Trailer in the Commissary Business Park.

RADIO PROCEDURE

RADIOS ARE A RESPONSIBILITY

There are many people using the same channel as you, so it is vital that you are clearly understood and it is important to know who you are directing your transmission to.

Generally, two-way radios are “simplex” which means you cannot hear anyone else while you have the talk button pressed. Because only one person can talk at a time, it is more important to LISTEN than to talk.

Always release the push-to-talk (PTT) button whenever you stop talking.

If you forget and keep it pushed down while you are trying to think of something to say, the radio continues to transmit “dead air” so that nobody else can speak or be heard. In the least sense, it is impolite. In an emergency, it could prevent someone with vital information from getting through.

RADIO GUIDELINES

- Be brief and to the point.
- Think about how best to make yourself understood before you speak.
- Listen before you begin your transmission.
- Make sure the channel is clear.
- Wait a full two-three seconds AFTER you push to talk and BEFORE you begin to speak. This will ensure the beginning of your message is heard. If you speak as soon as you press the PTT button, it can cut off your first syllable or word, making it hard to understand your message. You may be asked to repeat your message when this happens.
- Stay off the radio unless absolutely necessary.
- Speak directly into the mic. Shield the microphone away from the wind and other background noises or wait until the noise passes.
- If radio transmission/reception is poor quality, hold the radio vertically, at face level, or higher with its antenna in the clear.
- Be aware that you will lose more than half of your range if you use the radio inside a vehicle or inside a steel-reinforced building.
- Be aware of the location of your talk button. Do not sit on your talk button, or sleep on your talk button.
- Do not yell into the radio. It only distorts your transmission.

**IF YOU NEED ASSISTANCE WITH YOUR RADIO, STOP IN THE
DPW STAFF SUPPORT OFFICE IN GERLACH/BRC.**

RADIO PROCEDURE CONVERSATIONS

HOW TO INITIATE AND HOLD A RADIO CONVERSATION

- Wait until traffic on the channel is clear.
- Call “[Desired Party, Desired Party], [Your Radio Handle].”

Then wait for them to respond.

- To answer a call to you, simply respond “[Calling Party] , [Your Radio Handle] Go.”

It might sound like this if Ride That Pony is trying to locate Big Daddy.

EXAMPLE

TRANSMISSION

“Big Daddy, Big Daddy, Ride That Pony.”

Await response. Repeat if necessary

TRANSMISSION RESPONSE

“Ride That Pony, Big Daddy.”

Proceed with the conversation.

TRANSMISSION:

“What’s your 20?”

TRANSMISSION RESPONSE

“DPW Ghetto.”

TRANSMISSION RESPONSE

“Copy. Be there in 5. Ride That Pony Clear.”

“Clear” signifies that the conversation has ended.
No further response is required or expected.
The channel is now clear for others.

RADIO PROCEDURE MEDICAL CALLS

Stay calm. Get on the radio and call:

- 1.) "MEDIC. MEDIC. MEDIC."**
- 2.) STATE "NON-EMERGENCY" IF APPLICABLE**
- 3.) GIVE THE LOCATION.**

That's ALL THE INFORMATION that needs to go out over the radio. NOTHING ELSE.

No names, details, or other information.

Do not broadcast any names or callsigns.

Keep the radio clear so that EMS can do their thing.

All other radio traffic should yield.

Dispatch will monitor and direct radio traffic if need be.

You may find yourself in a radio situation where you need to BREAK INTO an existing conversation for Emergency Purposes...

EXAMPLE (if breaking into a conversation)

TRANSMISSION:

"Break, Break, for medical emergency...MEDIC, MEDIC, MEDIC."

Await a response from the on-duty medic.

Repeat transmission if necessary.

TRANSMISSION RESPONSE: "Go for Medic."

TRANSMISSION: "Corner of H and 5:30. Participant with an injury."

TRANSMISSION RESPONSE: "Copy that. Medic on the way."

Note: Use the term MEDIC in these situations and not the name of a medic you know. For example our medic "Blind Spot" will answer to "Blind Spot" on the radio if you need to contact him about other important matters but calling "MEDIC. MEDIC. MEDIC." will get the attention of all EMS personnel and DPW Incident Response Team.

REMEMBER FOR EMERGENCY SITUATIONS CALL...
"MEDIC, MEDIC, MEDIC." LOCATION AND SITUATION.

REMEMBER FOR NON-EMERGENCY SITUATIONS CALL...
"MEDIC, MEDIC, MEDIC, NON-EMERGENCY" LOCATION AND SITUATION

DPW RADIO CHANNELS

ZONE	DPW NVO ZONE	PRESENT IN ALL RADIOS
1	BRC 911	One stop shop for ESD, Rangers, and Law Enforcement
2	brc 911 alt	Direct Analog - public access to ESD. 451.9000 PL91.5
3	Gerlach/Ranch	Year round coverage at Ranch, Gerlach, Playa
4	NVO Talk 41	Year round coverage at Ranch, Gerlach, Playa
5	NVO Talk 42	Main DPW Operations channel
6	NVO Incident	DPW Assigned Channel
7	DPW Ops	DPW Assigned Channel
8	DPW Talk Alpha	Infrastructure Information & Non-Emergency Paging
9	DPW Talk Beta	DPW On-call personnel - 'Sleep channel'
10	DPW Info 411	DPW Assigned Channel for certain projects
11	DPW On-Call	Supporting staff on playa - It's not what you think
12	DPW Projects	Commissary Operations
13	Fluffers	Heavy Equipment & Transpo requests
14	Commissary	Direct Analog - Heavy Equipment operations
15	HEaT Request	Direct Analog - Heavy Equipment crews
16	heat ops	Fuel Operations/Management and Requests
17	heat crew	Fuel Delivery Dispatching/Coordination
18	Fuel	WaterWorks & Plumbing Operations
19	Fuel MobileOps	Power Operations
20	Water / Sani	WaterWorks & Plumbing Operations
21	Power	Power Operations

DPW RADIO CHANNELS

22	Playa Resto	Playa Restoration
23	TSA	Transfer Station Authority - trash talkers
24	Shade	Shady folks are on this channel
25	Fleet Vehicles	Autoshop and BRC Staff Vehicle services on playa
26	Housing/Office	BRC staff housing services on playa
27	BRC Storage	BRC Storage Program
28	Man Build/Strk	Man build and strike operations
29	ManPavilionOps	Man Watch, Pavilion, and Shrine operations
30	Art Ass	Art Support Services main channel
31	Gate Ops	Gate Operations
32	OSS Operations	Outside Services Operations
33	Place/Greeters	Placement and Greeter Operations
34	Dust Abatement	Dust Abatement Operations
35	willey	Direct Analog - Vendor Licensed, Willey Operations
36	meco	Direct Analog - Vendor Licensed, MECO Operations
37	BRC System 84	Radio System Administrator channel Sys C reserved
38	BRC Social	Off-duty social channel for all departments
39	Event Ops	Event Operations
40	Radio Comms	Rental Radios, Pagers, & ESD Comms
41	Announcements	Recorded official announcements on a loop
42	BRCwide Tac 20	Interdepartment Tactical - use as directed by Incident Command
43	dpw off duty	Direct Digital - DPW off duty channel

DPW DRIVING AND FLEET VEHICLE POLICY



USE OF FLEET VEHICLES

If you are issued a fleet vehicle, it is your responsibility to return it along with its keys to the designated fleet vehicle storage area at the end of the work day. You are responsible for safe driving behavior. If a Burning Man fleet vehicle that has been assigned out to you gets towed, a moving violation, or a parking ticket then YOU are responsible for the fines and fees incurred. Damage to a Burning Man fleet vehicle that has been signed out to you will be your responsibility. All accidents must be reported to your supervisor and the Auto Fleet Manager as soon as possible after the accident.

USE OF PERSONAL VEHICLES FOR BURNING MAN BUSINESS:

If you choose to use your personal vehicle, and it is ticketed for a moving violation or a parking ticket, or is towed while conducting official Burning Man business, it will be your responsibility. All accidents must be reported to your supervisor and the Auto Fleet Manager as soon as possible. While behind the wheel of a Burning Man vehicle, you REPRESENT Burning Man, even if it's your own vehicle with our stickers on it!

LOSS OF DRIVING PRIVILEGES

Violations to the DPW Driving Protocols and Vehicle Policy will not be tolerated. If you have a pattern of accidents, tickets, tows, or violating driver safety guidelines while driving Burning Man fleet vehicles (or your personal vehicle, while doing Burning Man business), then you may lose your Fleet driving privileges as determined by your direct supervisor, the Auto Fleet Manager, or the DPW Council. Additionally, not reporting an accident that you were involved in while conducting official Burning Man business or while using a Burning Man Fleet Vehicle is grounds for losing your driving privileges.

DPW DRIVING AND FLEET VEHICLE POLICY

GROUP INSURANCE A DMV copy of your driving record and proof of current driver's license must be presented in order for you to be considered for driving a vehicle owned or rented by Burning Man. You must be told your DMV record has cleared before driving. If you drive a Burning Man owned or rented vehicle without permission, you may lose your driving privileges, and in some cases, you may be asked to leave.

DRIVING DURING THE EVENT: Driving during the event is allowed only while on-duty or on official business. Ranger, Perimeter, Emergency Services, and DPW vehicles must have a "staff" driving sticker to be used for official purposes.

THINGS TO REMEMBER:

- Driving is a privilege, not a right.
- Reckless or unsafe driving will NOT be tolerated.
- Do not drink and drive. Law Enforcement is vigilant about DUI pullovers on the playa.
- ALL roads in Washoe County have soft shoulders. Drive accordingly! Don't over-correct!
- Exiting or entering Black Rock City must always be accomplished by way of the front gate.
- The use of other gates is acceptable only in urgent and emergency situations.
- 5 mph is the speed limit on the playa.

DRIVING ON WET PLAYA

- Avoid driving directly behind the water trucks when they water the roads.
- Do not drive on the playa when it is raining, or when the playa is wet. If it starts to rain, stop driving.
- If you are stuck out on the playa and can safely get to the train tracks on the South East side of the desert, flag down a train. They are eager to help folks in danger and are going slow through that stretch anyways due to the unmarked crossings.

VEHICLES STUCK ON THE TRAIN TRACKS If you get stuck ON the tracks, and you can hear the train whistle ...GET THE HELL OUT OF THERE WITH YOUR LIVES. Our resident expert Railroad Mike says that if you can hear the whistle, you've got somewhere between 20 seconds and 120 seconds before impact.

GOLF CARTS Golf carts for official use are issued to some departments or crew members, along with a staff sticker. Ranger golf carts with ambers and driving lights will be treated as patrol vehicles. Golf carts must be operated with regard to safety at all times, and must give the right of way to pedestrians, vehicles, and bicycles during hours of darkness. The golf cart hub is at the Commissary. Bring your golf cart in for service every day, and check in with them regarding any needed repairs. All vehicles and golf carts on playa MUST have working headlights and tail lights. Law Enforcement has been known to pull over carts when their head or tail lights are off or obscured, so be mindful.

DEEP DESERT EXCURSIONS & CONVOYS

It's beautiful out here, and getting out into the deep nowhere can be really rewarding. Here are some tips to get you prepared, and to keep your journey a safe one.

BEFORE YOU GO, PREPARE:

- Always bring your radios, & extra radio batteries. (Ideally, there should be at least one radio in each vehicle, w/ extra batteries.)
- Always tell someone your destination/ itinerary, your intended route, & the latest time you expect to be back. (It is best to tell the Rangers.)
- Whenever possible, it is best to take more than one vehicle, in case one gets stuck or breaks down.
- Bring a spare tire, anti-freeze, & quart of oil.
- Bring jumper cables, & a tow strap if possible.
- Bring extra water, food, & blankets.
- Bring a med kit & fire extinguisher if possible.
- Bring flashlights & extra batteries.
- Bring a compass, & at least one GPS if possible.
- Bring a HAM radio if possible. (440.175 PL:100)

WHEN YOU ARE READY TO ROLL:

- Choose a simplex (non-repeated) radio channel for your vehicle-to-vehicle comm.
- Count the vehicles.
- Determine the order of the vehicles in the convoy. The slowest vehicle should not be last.
- Do a head count for each vehicle.
- Each driver is responsible for all passengers in their own vehicle. (This can also be delegated to their co-pilot/ navigator.)
- The last ("Tail") vehicle should determine the speed.
- The lead ("Point") vehicle should regularly check in with the Tail, and ask for the speed desired by the driver of the Tail vehicle.
- Do vehicle counts periodically, & do head counts after each stop before rolling out in a convoy. • Each vehicle should keep eyes on the vehicle ahead of them & the vehicle behind them, & call to check in if anything seems wrong.
- Do not drink & drive.
- Do not go off-road thru dunes or brush, or jump your vehicle. Do not make sudden turns at speed; this is how you roll a vehicle.
- Avoid darker patches of playa, as they may be wet.
- If you get into a wet area of playa, do not stop. Make a long arcing turn back to the dry area.
- If you are not sure whether you are entering an area of wet playa, look in your rearview mirror to see if you are still throwing dust behind you. If/ when dust diminishes, check your vehicle tracks to see if you are leaving a deeper impression. If so, reconsider your direction of travel.

DEEP DESERT EXCURSIONS & CONVOYS



IF YOU GET LOST:

- In a dust storm; shelter in place.
- At night; stop, turn out all lights, & get out of the vehicle.
- Look around & find familiar landmarks/ stars. Check your compass. (Do not be fooled by the lights at the mine located to the northeast; Gerlach is in the other direction.)

IF YOU GET STUCK:

- (Safely) building a fire can serve as an excellent signal, either night or day.
- Mirrors can be used to signal vehicles & aircraft during the day by reflecting the sun at your target.
- Use blankets or tarps to create shade.
- Use your body as your canteen, do not hoard water while becoming dehydrated or overheating.
- If you decide that you must leave the vehicle and try to walk out, bring some supplies, & signal devices that will work both night & day. (Example: mirror & flashlight.)

If you need help, do not hesitate to use the radio, or to ask anyone you see. This can be a deadly environment, and there is no shame at all in erring to the side of safety. Upon your return: please always remember to notify the Rangers (or whomever you had informed about your trip) that you are home safe.

Happy trails, Bueno Viaje, & safe travels! - Ranger Crow

**STANDARDS, RULES,
POLICIES, PROTOCOLS,
AND FIVE PAGES
ABOUT DOGS**

BURNING MAN'S BEHAVIORAL STANDARDS

**BURNING MAN'S CULTURE HONORS AND PROMOTES FREEDOM
OF EXPRESSION, UNLESS THAT EXPRESSION HARMS OTHERS.**

The Burning Man organization that supports the year-round activities of the Burning Man community, has **ZERO TOLERANCE** for behavior that is non-consensual, abusive, or harmful to others.

THIS INCLUDES AND IS NOT LIMITED TO:

- Violence – both physical and verbal
- Harassment, including non-consensual interactions, as stated in our Harassment Discrimination and Retaliation Prevention Policy
- Speech or expressions that demean, vilify, or perpetuate stereotypes against individuals or groups based on their protected characteristics
 - Coercion (abuse of power – including but not limited to sex, drugs, resources, etc.)
 - Sexual Assault
 - Intoxication while on duty
 - Theft or vandalism

I agree, as both staff and/or a manager, to abide by this Behavioral Standards Agreement. Nothing in this Agreement modifies, conflicts, or affects the Burning Man Harassment, Discrimination, and Retaliation Prevention Policy.

In addition to the above, I agree to be my awesome self, look out for others and encourage the good in all!

BURNING MAN'S HARASSMENT, DISCRIMINATION, AND RETALIATION PREVENTION POLICY

Burning Man Project and Black Rock City LLC (collectively, "Burning Man") strive to create and maintain a work environment in which people are treated with decency and respect. The environment of Burning Man should be characterized by mutual trust; the absence of intimidation, oppression, and exploitation; and the ability to work and learn in a safe, yet stimulating, atmosphere. Burning Man will not tolerate unlawful harassment or discrimination of any kind. Through enforcement of this Harassment, Discrimination, and Retaliation Prevention Policy (the "Policy") and education of employees and volunteers, Burning Man will seek to prevent, correct, and discipline behavior that violates this Policy.

The Policy protects all Burning Man staff members, regardless of position, including independent contractors, interns, and volunteers (collectively, "staff"). All staff are expected to comply with the Policy and to take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any staff member who violates this Policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension, or termination.

A. PROHIBITED CONDUCT

This Policy prohibits all staff from engaging in any form of harassment or discrimination directed at any employee, intern, volunteer, or independent contractor, including harassment or discrimination on the basis of race, color, religion (including religious dress or grooming), national origin or ancestry, physical or mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, sexual orientation, age, military or veteran status, or any other status protected by applicable federal or state law or local ordinance ("Protected Categories"). This Policy also prohibits unlawful harassment and discrimination based upon the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. Staff members who make a complaint under this policy, encourage or assist others in doing so, participate in the investigation of such a complaint, or otherwise oppose conduct that they reasonably believe violates this Policy have engaged in Protected Activities. Acts of discrimination, harassment, or retaliation based on a Protected Category or an individual's participation in a Protected Activity violate this Policy whether or not those acts rise to the level of actionable discrimination, harassment, or retaliation. Such violations may result in discipline, up to and including termination of employment or volunteer opportunities.

BURNING MAN'S HARASSMENT, DISCRIMINATION, AND RETALIATION PREVENTION POLICY

1) HARASSMENT

- The definition of harassment is verbal, visual, or physical conduct based on a Protected Category, which has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
- Examples of harassment prohibited under the Policy include:
- Verbal: Unwelcome comments, epithets, slurs, or negative stereotyping regarding a person's Protected Category.
- Nonverbal: Distribution, display, or discussion of any written or graphic material that ridicules, denigrates, insults, belittles, or shows hostility or aversion toward an individual or group because of their protected class.
- Digital: Sending, posting, or sharing negative, harmful, or false content about a Burning Man staff member via text, in apps, or online in social media, forums, or anywhere people can view, participate in, or share content electronically.

2) SEXUAL HARASSMENT

- Sexual harassment in any form is prohibited under the Policy. Sexual harassment includes unsolicited and unwelcome sexual advances, requests for sexual favors, or other verbal or physical harassment of a sexual nature, when such conduct:
 - is made explicitly or implicitly a term or condition of employment or participation in volunteer activities;
 - is used as the basis for an employment decision or a decision affecting volunteer activities; or
 - unreasonably interferes with a staff member's or a volunteer's performance of work or volunteer activities, or creates an intimidating, hostile, or otherwise offensive environment.
- Sexual harassment does not include occasional compliments of a socially acceptable nature or courteous, mutually respectful, non-coercive interactions that are acceptable to and welcomed by both parties. Rather, sexual harassment refers to behavior that is unwelcome and objectively offensive.
- Sexual harassment may take different forms. Examples of conduct that may constitute unwelcome and unlawful sexual harassment are:
 - **Verbal:** Suggestive comments, jokes of a sexual nature, sexual propositions, requests for any type of sexual favor (this includes repeated, unwelcome requests for dates), verbal abuse or "kidding" that is oriented toward a prohibited form of harassment and considered unwelcome.
 - **Nonverbal:** Suggestive or insulting sounds, leering, staring, whistling, obscene gestures, content of a sexual nature in letters, notes, emails, photos, text messages, internet postings, etc.

BURNING MAN'S HARASSMENT, DISCRIMINATION, AND RETALIATION PREVENTION POLICY

- Physical: Unwelcome, unwanted bodily contact of any kind, including but not limited to touching, tickling, brushing up against, hugging, kissing, fondling, or cornering.
- Digital: Sending, posting, or sharing suggestive comments, jokes of a sexual nature, sexual propositions, or requests for any type of sexual favor (this includes repeated, unwelcome requests for dates) via text, in apps, or online in social media, forums, or anywhere people can view, participate in, or share content Electronically.

3) DISCRIMINATION

- It is a violation of the Policy to discriminate in the provision of employment or volunteer opportunities, benefits, or privileges to any staff member; to create discriminatory work or volunteering conditions; or to use discriminatory evaluative standards in employment or volunteer activities for any staff member if that discriminatory treatment is based in whole or in part on the individual's Protected Category.

B. THE COMPLAINT AND REMEDIATION PROCESS

Burning Man requires all staff to immediately report any incidents of harassment or discrimination in violation of this Policy so that complaints can be quickly and fairly resolved.

If you believe you have been harassed or discriminated against in violation of this Policy, or if you witness such misconduct by another staff member, submit a written or oral complaint to your manager, any other Burning Man manager, and/or a People Operations Department staff member as soon as possible after the incident. You will be asked to provide details of the incident(s), names of individuals involved, and names of any witnesses.

Managers and other supervisory personnel shall refer any harassment and discrimination complaint to the People Operations Department, which will undertake a timely, thorough, and objective investigation of the allegations to the extent that such is necessary and appropriate.

Burning Man will not retaliate against any individual for filing a complaint or participating in an investigation, and will not tolerate or permit retaliation by management or any other staff member.

If Burning Man determines that harassment or discrimination in violation of this Policy has occurred, appropriate remedial actions will be taken in accordance with the circumstances involved. Any staff member determined by Burning Man to be responsible for unlawful harassment or discrimination will be subject to appropriate disciplinary action, up to and including termination.

DPW VIOLATIONS & PROBATIONARY STATUS

All DPW incidents and violations are handled on a case-by-case basis, and may result in verbal and or written warnings, probation, and or your removal from the DPW Crew and possibly from the Burning Man event.

This is a work site with liability and consequences and we're here to get the job done. If you are asked to leave, you may not be invited back again. It's that simple.

If you are asked to leave DPW or asked to take a year off from DPW, that does not necessarily mean you are off the team for good. If you want to come back, here's what that looks like:

- Talk to your Council Member or to the DPW Personnel Manager. They will bring your case to the DPW Council for review.
- If a decision is made that you will be allowed to come back, one member of the DPW Council will have to agree to sponsor you to be back on the crew that year.
- Your first year back will be considered a Probationary year. That means you get one chance to have an incident-free year. One strike, one violation of the rules, and that's it. You're out.
- If the year goes without incident, you are all clear. The following year will not require a sponsor, and your Probationary status is cleared.

A reminder of the way things are:

- This Handbook is filled with rules. Read them, know them, and follow them.
- Burning Man supports county, state, and federal laws. This means you should comport yourself, with regards to these laws, as you would in any municipality.
- No open display or use of firearms at any time. Personal firearms must be safely locked up, off the Burning Man site, and outside the boundaries of the closure order.
- Illegal drugs and activity will not be tolerated on the premises.
- No drinking alcohol before 5 pm on work days.
- No fighting. It's a one-way ticket out of here.

Keep your shit together and have a good season. No one wants you to fail out here, and we can all work together to make sure that things go well for everyone.

DPW GRIEVANCE POLICY

THE DEPARTMENT OF PUBLIC WORKS WISHES TO PROVIDE A COMFORTABLE, PRODUCTIVE, LEGAL AND ETHICAL WORK ENVIRONMENT.

To this end, we want you to bring any grievances you have about the work environment to the attention of your manager and, if necessary, to upper-level management.

In light of these concerns we have instituted the following grievance procedure:

If you feel that there is inappropriate conduct or activity on the part of DPW Management, its employees, volunteers, vendors, or any other persons or entities related to the organization, we request that you bring this concern to the immediate attention of your manager.

Please try to approach your manager at a time and place that will allow the manager to properly listen to your concerns. If you have discussed this matter with your manager previously and you do not believe that you have received a sufficient response, we request that you present your concerns to your DPW Council member. Please indicate what the problem is, those persons involved in the problem, and any suggestions you may have to resolve the situation.

If you are waiting for action after speaking with your DPW Council member and you do not receive a response to your complaint within two working days, you should speak to the DPW Director. At this point, the DPW Council may have a conference with you, your manager, and any involved parties and/or with each of you individually.

If the matter is not resolved after that conference and you believe it still merits attention, it is requested that you immediately place your concerns in writing and submit it to any DPW Council member. If you consider the matter an emergency, legal, ethical, or safety issue, use your best judgment to expedite the complaint process.

You are always welcome to contact a People Operations representative directly. It is the purpose of this grievance procedure to help maintain a positive work environment with a foundation of respect and responsibility. The grievance procedure is also intended to avoid unnecessary claims and legal exposure.

While the DPW Council will take steps to resolve issues, we cannot promise that your specific grievance or complaint will result in the action you request or that you will be satisfied with the outcome of the grievance procedure.

THE DPW CONFLICT RESOLUTION PROTOCOL

I. OBJECTIVE FOR THIS PROTOCOL

Burning Man Project is committed to creating a fun, friendly, open, and safe working environment. Open communication is the only way to create such an atmosphere. Everyone in our community helps create and shape Burning Man. Therefore, everyone involved in Burning Man Project should feel heard and be taken seriously without being penalized for voicing an idea or concern. This protocol is designed to facilitate open communication on every level of Burning Man Project, and also provide guidelines for resolving conflicts between members of our project.

II. STAFF RESPONSIBILITIES

A. Review this document and familiarize yourself with its goals and the recommended approaches for conflict resolution.

B. Remember that Burning Man is a community of individuals working together towards a common goal. If there is conflict between community members, we urge the individuals involved to first discuss the issues directly with each other. Issues are best resolved when people deal directly face-to-face.

C. If you find yourself in a conflict then communicate in a non-confrontational manner by stating why the other person's actions concern you, and/or how his or her actions make you feel. Engage in active listening to allow the other person to be heard. Accusations are highly likely to result in the other person becoming defensive. This will not do anything to resolve the conflict, and may instead allow the situation to fester and result in more conflict. Also, employ Immediacy by resolving the conflict sooner, rather than later.

D. If direct, personal communication fails to resolve the conflict then ask yourself if you have done your best to address the other person's concerns. If the answer to this question is "yes," then you should get a third-party involved as outlined below in part III. of this protocol.

E. Everyone needs to vent now and then. Sometimes this can alleviate a minor conflict. Try to do this in the proper place and time. Venting to the wrong person may turn into gossip and further exacerbate the situation.

III. CONFLICT RESOLUTION PROTOCOLS

A. CONFLICT WITH ANOTHER MEMBER OF YOUR TEAM

When a team member or a group of team members finds it difficult to work with another member, and have been unable to resolve the problem directly with the individual or within the group (see section II. C. above), a third-party, such as the Volunteer Coordinator, Senior Staff member, a People Operations staff person, or other neutral party may be asked to help facilitate a discussion. This may mean the third-party simply encourages or helps arrange a meeting. Or, this could mean that the individuals wish to involve the third-party as a mediator in their meeting.

THE DPW CONFLICT RESOLUTION PROTOCOL

B. CONFLICT WITH YOUR TEAM LEADER

If you are having a conflict with your team leader and the methods for resolving conflict prescribed in this document (see section II. C.) are not working then consider involving the Senior Staff member in your department (or Board member for more serious conflicts). Use your best discretion when making this decision. The People Operations staff can help you decide who is best to involve. The more serious the conflict, the more important it will be to get a Senior Staff or Board member involved. If the person with whom you are in conflict happens to be your Senior Staff leader then follow the guidelines in the preceding two paragraphs, but use an LLC Board member or People Operations staff person as the third-party mediator.

C. CONFLICTS BETWEEN SENIOR STAFF MEMBERS

Conflicts between Senior Staff members should be handled the same as other conflicts within teams (see III. A. above). In this case, the third party should be an LLC Board member or People Operations staff person, who may suggest that you involve an LLC Board member as appropriate.

D. CONFLICT WITH AN LLC BOARD MEMBER

If you are having a conflict with an LLC Board member then you may approach one of the five other members of the LLC Board for consultation on the matter for support or to resolve the problem. All members of the LLC Board are committed to the fair treatment of staff members and hold high expectations for one another. Please note that the entire LLC Board may address issues brought to any individual LLC Board member. People Operations staff can also be consulted on advice regarding conflict resolution with Board members.

E. CONFLICT RESOLUTION ADVOCATE

If the prior avenues have not been fruitful then you should consider involving the People Operations staff. The People Operations person will initially inquire whether you have exhausted your options available in this Protocol. If so, the People Operations staff may become involved by bringing the necessary individuals together to find a resolution. Please also note that matters of critical importance may not be kept confidential and may be required to be communicated with the LLC Board (see section V. below).

V. CONFIDENTIALITY

If you approach a third-party such as the People Operations staff about an issue, and you would like the issue to remain confidential or not to be acted upon, then you should clearly communicate this. Please note, however, that everyone has a duty to report issues of grave importance such as those involving sexual harassment, physical injury, legal issues, or the survival of the Project to the LLC Board and possibly law enforcement liaisons or agencies immediately. Additionally, the People Operations staff are responsible for reporting the general nature of all conflict resolution activities in a monthly report to the LLC Board.

SOCIAL MEDIA GUIDELINES FOR BURNING MAN STAFF

Burning Man Project recognizes that many of our staff members and close volunteers participate in social media services for their own personal use -- and often, to talk about Black Rock City and their experiences within Burning Man culture. We feel this contributes to a richer voice about our culture, sharing an important story that we very much want to see accessible in the world.

And so to help you, our culture's leaders, to engage in with social networks and online communication without inadvertently causing any undue harm to the Burning Man Project or your fellow Burners, we've crafted a set of basic guidelines for for social media, including:

SCOPE OF SOCIAL MEDIA

Social media includes websites and services that facilitate interaction and conversation between people online. This includes social networking sites (Twitter, Facebook, Instagram, LinkedIn, Reddit, etc.), content on media sharing sites (YouTube, SoundCloud, etc.), blogs, comment sections, forums, wikis, and social areas of a website.

PERSONAL VS. PROFESSIONAL

You're generally encouraged to be mindful of and responsible for how what you say will reflect not only on you as an individual, but Burning Man Project as an organization and a culture. Because of the hazy line between the professional and the personal when it comes to being a part of this organization, even "unofficial representatives" online can reflect on us all and hamper our ability to fulfill our mission.

If you use a pseudonym, you should assume that some people know who you really are. Be transparent about your connection to the organization where appropriate.

WHO ARE YOU SPEAKING FOR?

If you're saying something from your own perspective or stating your personal opinion rather than speaking officially for Burning Man Project, it's never a bad idea to specifically state that. Typically, you should not consider yourself a "spokesperson" for Burning Man or Burning Man Project, and sometimes - such as moments of crisis - you should definitely leave it to the Communications team.

WHO ARE YOU SPEAKING TO?

It's best to assume Burning Man Project's worst critics, biggest fans, your supervisor, your coworkers, and your mother all likely have the ability to access what you write online, even if you're not directly "connected." Never underestimate the velocity with which information jumps across networks.

BASIC PERSONAL CONDUCT

Your actions online should reflect Burning Man Project's values as presented in the 10 Principles, our Mission Statement, and all written policies for email list and alias usage. Walk the talk with how you behave, as well as what you say.

SOCIAL MEDIA GUIDELINES FOR BURNING MAN STAFF

WHAT TO SAY? WHAT NOT TO SAY?

We trust you to exercise common sense and good judgment in your communications. If ever you're not sure about something, check with your manager or Communications. Here are some thoughts:

DON'T KNOW? DON'T ANSWER!

If somebody's asking a question, and you're not sure of the answer, there's nothing wrong with saying, "I don't know" — but there's a lot wrong with perpetuating speculation or rumor-mongering. Refer questions to somebody who knows the answer if you don't.

CONFIDENTIAL INFORMATION

Never disseminate proprietary or confidential Burning Man information (things like unannounced policy changes, legal issues, and ongoing litigation). If you're not sure it's confidential, err on the side of caution, and check with your manager or Communications.

KNOW YOUR FACTS

While you might *think* you know something, there could be something in play you're not aware of, or a recent internal change. Ask around if you're not absolutely sure.

TELL THE STORY

Feel free to provide unique, individual perspectives on non-confidential activities or anything that's publicly observable or not proprietary to your role. Telling stories is how Burning Man's values are shared in the world.

PERSONAL PRIVACY

It's common courtesy, before mentioning co-workers or other individuals involved with the Project, to check in with them to assure they're okay with being mentioned by name in association with Burning Man.

DON'T FEED THE TROLLS

Avoid engaging trolls (people who bait you with inflammatory statements to get a reaction), or participating in a flame war. Even if you "win" you lose. Burning Man is a widely misunderstood discussion topic, and negative PR and misstatements abound, but sometimes the best response is just to let them die out on their own

DON'T BE FUCKING OFFENSIVE

If you use offensive or inflammatory language, you'll be perceived as offensive or inflammatory, and the rest of Burning Man will be too.

Once posted, social web content can stay in play and affect perceptions for a very long time. Think before you hit "Send". Any questions, concerns or ideas can be addressed to Burning Man's Communications Team.

DPW DOGS



SANTIAGO CERVANTES, MAN BASE SHOP DOG, 2019

STAFF DOG/CAT PROGRAM GUIDE 🐾

Most Burning Man Project (BMP) properties function as worksites. As much as we like dogs and cats, having animals on site at the Burning Man event and on Burning Man Gerlach Properties does pose some challenges.

Officially, pets/animals are not allowed at Burning Man. The DPW Council has, over the years, maintained a policy that may allow DPW staff in good standing the privilege of applying to bring their dog with them for the work season. With expanding Burning Man Project needs, this DPW Staff Dog Program now extends to include NVO, Fly, and occasionally other departments as activated by their Management Tier. Additionally, this Program has opened up to including cats under its umbrella. No other pets/animals are allowed in the Program at this time.

We understand that dogs/cats are loved ones and very special to many of our Staff. It must be understood that there are consequences for not adhering to the rules and expectations associated with the approval of this Program's Permit up to and potentially including removal of the dog/cat and owner from the crew, the site, and any Burning Man Properties.

The success or failure of this Staff Dog/Cat Program and its future at Burning Man depends on the collective Owners and those who Manage them. This is a call to action- help each other out, keep your pet shit-game tight, and be good to them.

DPW DOGS

For DPW, NVO and FLY, this Staff Dog/Cat Program Permit or Visitor's Permit is required for access to BMP Gerlach Properties, Housing, Work-sites and the Event-site. Negligence to apply or if the animal is found to be kept a secret, the owner may be suspended from their role until the animal is safely re-established off Burning Man Property or approved in the Program.

The Staff Dog/Cat Program Permit is considered an earned privilege. Its criteria and rules were specifically crafted to consider the appropriateness of dog/cat presence at certain Burning Man worksite locations, the well-being of the crew, and the well-being of the animal.

For Staff who are wanting to bring their dog to any Burning Man Properties as a short-term guest, see here for the Visitor's Permit Application. Year-round, visiting Dogs must be on their best behavior throughout their entire stay and should abide by all relevant Event-time Permit rules as outlined below. Learn more about the Visitor's Permit here:

https://docs.google.com/document/d/1Use80zAod_ibQLer7Z38kaUQdCbKu9PC0Xojo8e7MXU/edit?usp=sharing

EXPECTATIONS OF THE DOG OWNER:

- Public Areas In Gerlach: Dogs are to be collared and on leash at all times in any public space including the BRC Saloon premises, Gerlach Office, Oasis, and in the bed of a truck. They will not be left unattended in these areas. "On leash" does not mean running around freely, dragging an attached leash.
- Private BMP Properties in and around Gerlach: All dogs must be collared and under voice control or on leash at all times on private BMP premises, including but not limited to the Gerlach Estates, Shower Properties and Bunk House. Voice control means that the dog responds to and obeys voice command. If animals do not obey their owner's summons or have a habit of ignoring them, they must remain on leash, in hand. There may be some exceptions in designated running areas.
- On Event Site within the Closure Area: Dogs are to be collared at all times, and are to be under voice control or on leash at all times. There may be some exceptions in designated running areas.
- You agree to provide water and shade for your animal at all times. You will not leave your animal unattended in a non-ventilated location or non-air-conditioned closed structure, especially during the daylight hours between 9 am and 5 pm.
- Every Owner is on Shit Patrol. All dog/cat owners are expected to pick up pet shit. Every time you see pet shit, or someone calls your attention to some pet shit, owners are expected to pick up that pet shit and dispose of it properly, even if it wasn't your pet's shit! Also, your dog/cat should never be running around without you, which means you will always know when it shits, and you will pick it up immediately. No exceptions.
- You, the Owner, are legally and financially liable for your dog and any incidents that may occur involving your dog.
- Death Waiver: There is a risk your pet may encounter injury, illness or death if you have the animal here. It is first and foremost your own responsibility to make sure your animal is well-looked after. Burning Man is liable in no way for injury, illness or death that may occur for any animal in or outside of this program.

DPW DOGS

STAFF DOG/CAT PROGRAM PROTOCOLS:

- You will be given 2 copies of your Permit ID. Your dog/cat must have this Permit ID on its collar at all times. Your Permit ID will feature:
- Your dog/cat's name
- Your name
- The name of the Department you work for
- Distinguishing Year
- Clear photo of owner & dog's faces
- A full list of all Staff Program Dogs with attached photo will be kept and updated by each Program Manager for their respective departments, and made available to the DPW Dispatch, Gate Actual & Point 1, Ranger HQ, and all relevant Staff Camp Mayors.

CRITERIA TO APPLY FOR THIS PROGRAM'S PERMIT

EVENT-TIME SEASON (July-October)

1. The dog/cat must be sponsored by a Direct Manager(s) AND affiliated Council Member/Dept. Manager in each relevant department to be approved in this program. Your Direct Manager will be responsible for enforcing expectations, rules and negotiating disputes. For egregious or recurring infractions, issues may be escalated to the Council Member/Dept. Manager and Dog Program Manager for resolution. Please see the Reporting Structure if you have questions about who's responsible for what.
2. If you are moving from one contract to another under different Managers or Departments, you must receive an approval signature via Docusign from each different management tier for each different contract in order to receive a Program Permit.
3. Your dog/cat's vaccinations must be up to date and submitted along with your application. In order to be eligible for an Event-time Permit it must be old enough to be fully vaccinated and paperwork submitted no later than July 1st.
4. Check out our Vaccine Requirements for dogs and cats.
5. It is highly recommended to be a returning Staff Member. Though discouraged, first year paid staff are eligible to apply. First-season volunteers are not eligible to apply.
6. While dogs are the most common applicants in this Staff Pet Program, cats may also be considered. Your cat must be approved by the Associate Director of your department to be accepted in the Program.
7. You must be a Staff Member in good standing; you are not on probation and have no written warnings on file.
8. Your pet is in good standing; Any previous incidents recorded during any work function or at other Burning Man locations and events will require Council assessment on a case-by-case basis.
9. You must have a minimum of two referrals to confirm your dog's behavioral standing unless being newly acquired during the long-season while on contract.

DPW DOGS

10. You are on site (relocated to Gerlach, Nevada and/or the Black Rock City event site) for a minimum duration of two weeks time for the Event-time Season, and a minimum of 1 month time for the Long Season months.
 - a) Appropriate contained housing with air conditioning exists for the dog/cat (BMT/SLT, Personal Trailer or RV, LC, Box)
 - b) If a dog/cat is staying in shared housing for any length of time while waiting to be placed in approved housing on playa, the animal must be crated when the owner is not present in the housing unit, except for in the rare case where a private room is available for them to be kept. Bold signage is recommended. Shared housing qualifies as any structure with rooms or amenities that multiple people may have access to use as included in their living arrangements such as bathrooms, living rooms, and kitchens.
 - c) Any messes or property damage in Burning Man supplied housing caused by the dog/cat will be cleaned and/or replaced by the owner.
11. During Event-time (July-October), it is highly recommended that all departments' cats must be kept within their owner's approved, air conditioned and fully contained living quarters and should not be taken into public or communal areas. This is a safety protocol not only for our beloved cats but also for the people and dogs occupying smaller spaces during times of heightened activity and stress.
12. Final approval is subject to the discretion of each applicant's respective DPW / NVO / FLY Council and Crew Managers.
13. Service Animal Accommodation Requests: We will direct you to speak with the People Operations team. See here for Service Animals & Accommodations Request. If granted ADA Service Animal Accommodations from People Operations, consider the awarded exceptions applied to all Program guidelines and be ready to follow the protocols that still apply.

LONG-SEASON ADDENDUM (November-June)

14. All points above apply, in addition to the following:
15. If you have received a Long-season contract that spans through Event-time in the same role and under the same management, re-application is unnecessary if the following criteria is met:
 - a) Your dog/cat's vaccinations must be fully completed by July 1st and must be 18 weeks or older at that time. Puppies or kittens younger than 18 weeks are not eligible for an Event-time Permit or to be moved into Black Rock City limits and will not be allowed on BMP properties or work-sites during the Event-time Season.
 - b) Incidents that happen outside working hours and/or off BMP properties are the responsibility of the individuals involved to resolve. A recommendation for improvement through a Behavior Review may be served on a case by case basis as assessed by the Council / Dept. Managers, Personnel Manager and Staff Dog Program Manager.
 - c) All persons must still follow appropriate Property Conduct and rules, on or off the clock.

DPW DOGS

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- Your dog/cat's name
- Your name
- The name of the Department you work for
- Distinguishing Year
- Clear photo of owner & dog's faces
- A full list of all Staff Program Dogs with attached photo will be kept and updated by each Program Manager for their respective departments, and made available to the DPW Dispatch, Gate Actual & Point 1, Ranger HQ, and all relevant Staff Camp Mayors.

ADDITIONAL EVENT-WEEK SPECIFIC EXPECTATIONS:

- During the Burning Man Event, dogs are to be on leash at all times, unless in an enclosed, fenced home-pod dog run with 24/7 supervision. Cats must be kept inside their approved housing. No exceptions.
- Staff Pets will be kept invisible to the public eye. The visibility of the animal needs to be kept without incident and low profile to participants at all times specifically during the Burning Man event. They will be contained in their home area, exceptions being: kept contained in the cab of a vehicle for necessary work trips in a work vehicle, to take them to an approved running area, or in case of emergency.

CONSEQUENCES:

- Incidents involving the pet will be documented and reported to the Direct Manager, Staff Dog Program Manager and appropriate Council Member/Dept. Manager for further consideration.
- If your dog/cat is aggressive (fighting, biting, growling, chasing etc.) towards other animals or humans and generates a complaint, the Permit may be revoked. You and/or the animal may be asked to leave your position, the event, and/or any Burning Man Properties.
- If your dog/cat is not being cared for properly, the Permit may be revoked and your pet will need to be removed from Burning Man Properties and Black Rock City limits to be re-established safely elsewhere.
- Dog/cat owners will be asked to confine their dog/cat to their living space at different times. If living space is not properly air-conditioned, the Permit may be revoked and your pet will need to be removed from the site to be re-established safely elsewhere.
- If an infraction is flagrant or egregious, the Permit may be immediately revoked without further warnings and the Owner and pet may be asked to leave for the event-time season; for the long-season, the Owner and pet may need to find different housing or be put on suspension until the situation can be resolved.

Please visit our website for all other documents and current information:
<https://sites.google.com/view/staffdogprogram>



Photo by Lee Newberry

D.A.

THE DPW MAILING LISTS

When you first sign up with DPW, we add you to at least two mailing lists.

DPW-ANNOUNCE@BURNINGMAN.ORG - Our announcements-only mailing list. Low traffic. Official announcements only.

DPW-WORK-LIST@BURNINGMAN.ORG - Our list for this year's DPW crew. We keep the posts largely on topic about work. This list will be regularly pruned to keep membership current.

Additionally we have **DPW-ALUMNI@BURNINGMAN.ORG**, a mailing list for folks who have completed at least one season with the DPW and are in good standing with the department.

For the love of all that is good on this Earth, please think twice before using “reply-all”. Also, here's our Mailing List Rules and Etiquette doc, in case you haven't seen that in a while:

ACCEPTABLE USE OF BURNING MAN EMAIL LISTS

The purpose of this policy is to provide guidelines about acceptable use of Burningman.org email distribution lists for sending and receiving email messages and attachments, or any Technology Department resources thereof. The policy describes the standards that users are expected to observe when using these resources for email, and ensures that users are aware of the consequences attached to inappropriate use of these resources.

Further, this policy serves to advise the users of those guidelines to provide a framework wherein users of these lists can apply self-regulation to their use of these resources.

Email groups are established for Burning Man committees, departments, and special projects. Email to a group should be consistent with the purpose of the group, and used to accomplish tasks related to and consistent with the Burning Man mission. Burning Man's Technology Department may restrict or suspend access to these lists where there is reason to believe that laws or Burning Man policies have been violated. Unacceptable use of email lists includes:

Use of email to support any commercial advertising or for-profit activity.

Use of email to initiate or forward chain letters. (NOTE: Most chain emails referring to viruses are hoaxes, and should be forwarded to list-request@burningman.org for review. If the content of the email is determined to be real and should be distributed to the Burning Man community, the Technology Department will take appropriate action.)

Failure to use “OT” to designate off-topic posts, or abusing the option of occasional “OT” posts after being given feedback by list Manager.

Violations of copyright laws (unlawful distribution of copyrighted printed material, audio recordings, video recordings, or computer software.)

THE DPW MAILING LISTS

Sending messages to an individual or group that are unwelcome. This includes continuing to send such messages after being asked by the individual or group member to cease doing so, even though the material itself may not be considered offensive.

Use of email to lodge grievances that should be handled through existing Burning Man policies and procedures, such as the Conflict Resolution protocols.

Use of a false email address or “spoofing”.

Use of email to threaten or harass others, to cause annoyance, disruption, or needless anxiety.

Spamming – sending unsolicited material and/or material not related to Burning Man’s mission to the lists, or using the list to cull for addresses with which to do so.

Use of email to promote political or religious causes or events.

Note: Given Burning Man’s commitment to public service, the use of email lists to send information about governmental, civic, or charitable organizations or community-wide events such as memorial services may be an approved use.

Use of mass email to publicly castigate, chastise, defame, or ridicule any person, particularly any member of the Burning Man community.

The willful introduction of computer viruses or other disruptive/destructive programs into the Burning Man network or other networks.

Disruption of activity related to the Burning Man mission or the mission of the user’s specific team.

Disclosure of personal information or violating the privacy of other users. This includes publishing to others the text of a message written on a one-to-one basis, without the prior express consent of the author.

Use of email lists to obtain individual email addresses with which to execute any of the above-outlined violations in an “off-list” manner.

- List moderators and owners will monitor the use of these lists to ensure that the above-listed guidelines are met. They will also serve to re-examine list membership each year. Membership to each list is restricted to active members of that team, except as membership may be defined by an emeritus or consultant status; therefore, lists will be culled each year to ensure that membership is limited to those who have an active role in the missions of the team or of Burning Man.
- Moderators will also act to restate the purpose and mission of each list on a regular basis to ensure that all members maintain an understanding of said purposes. Moderators will be responsible for assuring that new members are advised of those missions and of these stated policies, and monitoring the list for adherence to the above-outlined regulations and policies.

**DPW
TOOLS AND
RESOURCES**

DPW RANGERS



CROW
DPW RANGERS
MANAGER

The Black Rock Rangers are a public safety organization and a department of The Burning Man Project. Rangers ride the edge of chaos while serving as mediators and desert guardians of our community's shared values. The DPW Rangers are a unique team (a specialized subset of the Black Rock Rangers) deployed during the pre & post event season specifically to serve the DPW. They are members of the DPW crew who are empowered to address safety concerns, mediate disputes, and resolve conflicts. The DPW Rangers are here for you and are dedicated to the success of the DPW mission and the DPW crew.

WHEN TO CALL FOR RANGERS?

- Any issue involving health or public safety in Gerlach and/or surrounding areas. (This includes issues related to staff, other locals, or visitors to the area.)
- Any issue related to mental health or psychological distress, especially if it involves any form of violence.
- Any issue related to Burning Man properties such as trespassing, loitering, unauthorized camping, theft, vandalism, etc.
- Any issue related to traffic (like road closures), communications (like radio system failure), or anything else that may impede the access or response of emergency vehicles or resources.
- Anyone who needs help. (Depending upon the type of issue, we may not always be willing or able to help, but you will never know unless you tell us about it.)

This is a meta point, please don't try to guess what is appropriate to call us about... if you have to guess, then call. All of this stuff is useful intel, and we want to know about everything we can, in order to be prepared to take the proper action(s), even if that is to "do nothing."

CALL ABOUT ANYTHING ELSE THAT YOU BELIEVE MAY MERIT ATTENTION FROM A RANGER.

Rangers are on call 24/7, we generally even try to have at least one Ranger stay on comm here whenever we have to leave town, and we typically carry a radio with us wherever we go.

All of us (staff and/or locals) are eyes and ears for the community.

Rangers do not gain situational awareness by patrolling constantly and staying up all night. We do some of that if needed, but we mostly rely on reports from our fellow staff, and most of these come in via radio.

If the Ranger does not answer, call out for the MOD (Manager on Duty).

CALL THE RANGERS

HOW TO CALL FOR A RANGER

Please use the radio to notify Rangers of any situation described above.

Do not “self-dispatch” or go to a scene without instructions from the Rangers or MOD.

In order to avoid panic, and rumors, and to protect sensitive private information, informing the Rangers and MOD in a more discrete manner can be important.

- To notify a ranger in an immediate emergency, call on the primary radio channel by saying “Ranger, Ranger” then say your callsign.
- To notify a Ranger in a more discrete manner, 1) Call Crow on the radio and ask for a face-to-face, or give instructions to check text, or 2) Call or text Crow. You can get the phone number from the front desk at the Gerlach Office or from the DPW or NVO Personnel Managers.
- Rangers will notify the MOD.

The MOD can be contacted at all times via radio on the main channel.

Compose your thoughts, take a deep breath, and listen for traffic on the channel.

Then press the transmit button and say “MOD, MOD; this is (your name), do you copy?”

The MOD will answer you.

“(your name) go”

If there is any need for discretion or confidentiality please ask the MOD to call you on the phone, or to meet somewhere in person to discuss the details of the situation.

YOU WOULD CALL A MOD AND NOT A RANGER IF YOU ARE LOOKING FOR...

- Managerial support in the absence of a direct manager
- Reporting injuries in non-BRC times when ESD is off-site
- Conflict resolution if rangers are not available

ESD MEDICAL

EMERGENCY SERVICES DEPARTMENT ON PLAYA

The Emergency Services Department (ESD) comprises six teams numbering around 800 volunteers and staff during the event every year - Medical, Fire, Crisis Intervention, Communications, Logistics, and Planning.

There are three ESD medical stations on playa (3/C, 5:15/Esplenade, and 9/C), a MASH-stye hospital called Rampart (behind the med station at 5:15/C), and field response units.

ESD's Fire Branch has three engines including one specializing in hazardous materials and high angle rescue.

Crisis Intervention specialists respond to the most severe mental illness, sexual assault, and domestic violence incidents.

The Communications Branch (Black Rock Dispatch) functions as a 911 dispatch center, fielding on average more than 1000 requests for service during their two week operational period.

Logistics and Planning volunteers provide the support infrastructure necessary to keep ESD's 24/7 operations running smoothly.

ESD'S PRE/POST MEDICAL SERVICES

From approximately mid-July until early October, ESD staffs a small crew of medics (primarily EMTs, paramedics, and registered nurses) to support the DPW/NVO crews building and disassembling Black Rock City infrastructure.

Prevention is key (stay hydrated, take lots of breaks, and report unsafe work conditions!) but the medics are always happy to help no matter how minor your illness or injury.

To request a medic on the radio, switch to the proper channel (NVO Incident before the radio tower on playa is operational, then BRC911) **and say “Medic, Medic, Medic” followed by either “emergency” or “non-emergency.”** Don't be afraid to say “Emergency” if you're unsure. **Then identify yourself and your location** - you don't have to go into detail about the painful blister on your toe, but if something serious has happened it's helpful to give a quick description.

Pre/post medics can help with many things, including basic first aid, worker's compensation evaluations, tetanus vaccinations (in the event of an exposure), IV fluid rehydration for heat illness, and antibiotics for UTIs.

ESD's medical director is available for consultations if your issue requires a prescription or if you're unsure whether you need to trek into Fernley or Reno for higher level care.

OCC MED

The Occupational Medicine (Occ Med) department provides therapeutic services for work-related and pre-existing injuries that impact the productivity of you and your crew. We also offer “work smart, not hard” ergonomic job site training available upon request.

COMPREHENSIVE SERVICES

Our team is composed of manual therapists, chiropractors, and acupuncturists who have specialized education in construction site-related injuries and are licensed in the state of Nevada.

We offer services for:

- **Acute injuries:** sudden injuries that need immediate care.
- **Chronic conditions:** ongoing issues that affect your daily work.
- **Repetitive strain injuries:** injuries from repetitive tasks.
- **Pre-existing conditions:** old injuries that flare up or need management.



SAM X
OCC MED
MANAGER

ERGONOMIC JOB SITE TRAINING

Ergonomic training is crucial for preventing injuries and maintaining productivity. Our training focuses on:

- **Proper body mechanics:** Techniques to reduce strain on your body while performing tasks.
- **Workstation setup:** Adjusting tools and equipment to fit your body's needs.
- **Posture correction:** Teaching the best postures to minimize stress on joints and muscles.
- **Movement strategies:** Encouraging regular movement and stretches to prevent stiffness and muscle fatigue.

This training is conducted directly at your job site to ensure that all recommendations are practical and tailored to your specific work environment. By participating in ergonomic training, you can reduce the risk of injuries, improve your comfort, and enhance overall work efficiency.

HOW TO ACCESS OUR SERVICES

Our services are available to all pre and post-event volunteers who spend 2 or more weeks working or volunteering with the Burning Man Organization. Here's how to know if it's time for an Occ Med appointment:

- **Symptoms:** Pain, stiffness, numbness, limited range of motion, muscle weakness, spasms, strains, or tingling.
- **Preventive care:** If you feel you need therapeutic treatment to prevent injury or manage stress.

To make an appointment, let your manager know you need one, and they will reach out to us to schedule it for you. If you don't feel comfortable asking your manager (or do not yet have a manager) for an appointment or are having trouble booking one, contact Duchess for assistance.

LOCATION AND HOURS

The Occupational Medicine department is located in ESD Station 6 at 5:15 and Esplanade, next to HEAT. We are open from 8:30 am to 6 pm.

Take proactive steps towards better health and productivity with Occ Med's comprehensive services and ergonomic training. Your well-being is our priority!

OCC MED SAYS: WORK SMART, NOT HARD!

RISK FACTORS FOR INJURY:

- Awkward positions reaching behind while twisting, overhead work, poor lifting technique, constricted work space, radios (radio neck), postures held for long periods, pressure points (tool bags, radios), static postures, maintaining fixed positions
- Repetitive motions: lifting, climbing, painting, typing, tool operation, opening ice bags
- Excessive force: Lifting, pushing, pulling, moving heavy objects
- Vibration : power tools operating heavy equipment
- Stress (causes muscular tension, tight muscles = injury) physical or emotional, general unhealthy lifestyle habits, poor nutrition, poor sleep, general fatigue, rushing / shortcuts

ADVICE FOR SMART WORKING:

- Know what you are lifting, how you will lift it and the weight of the object.
- Make sure your pathway is clear and tripping hazards and debris have been removed.
- Don't take shortcuts. Clear work space to improve access to tools and materials being handled.
- Know when you need help and ask for it!
- Don't obstruct your vision when carrying.
- Don't use a partial grip (1 to 2 fingers.)
- Don't bend or twist at waist when lifting.
- When possible alternate tasks, to reduce repetitive injury.
- Alternate heavy lifting with light tasks.
- Adjust your workspace to fit your personal needs.
- Don't pinch your toes when lifting, (Coyote says only during sex)
- Plan workflow to optimize safety and production.
- Minimize distance that loads are lifted, lowered and transported, for example; have your lumber dropped off near work site to minimize carrying by hand.
- Position loads to be able to lift in the power zone (above the knees, below the shoulder and at the midline)
- Wear work gloves that fit.
- Choose tools that have padded grips and handles that extend across the whole pad of your hand and tools that promote neutral posture of your wrist.
- Use knee pads, when work requires long amount of time on your knees.
- Load tool belts evenly, use padded tool belts with suspenders, and use mobile tool bucket when possible.
- Pack containers so contents will not shift and the weight is balanced.
- When an object is too heavy for one person use a two person lift. When lifting with others it is optimal to pair people that are of similar heights, keep load level and lift at the same time.
- Recovery time. Take short breaks.
- Coyote says "Don't try to be a hero"
- The action you walk past is the action you condone. Speak up when you see unsafe activity. Coyote says "speak up, people won't be offended they always thank you"
- Coyote says "don't mistake idiocy for badassery"
- Always use your PPE, Hard hats, eye protection, gloves, ear plugs, boots.
- Keep your tools sharp and lubricated, Make-Out Queen says, "This is very important, because if my knife hadn't been sharpened the night before my wound would have been much worse!"

WORK SMART, NOT HARD!

PROPER LIFTING TECHNIQUES

Basic tips for lifting

- Squat to lift and lower
- Do not bend at the waist and twist the torso
- Keep your back straight while lowering
- Keep weight as close to you as possible
- When turning with an object, turn feet first and follow with torso
- Keep core engaged when lifting and putting down weight
- When possible keep feet apart and staggered.

INSTRUCTIONS FOR DIAGONAL LIFTING

Use this basic lifting technique for small objects when you can straddle the load and use a wide stance (this technique is considered the safest)

- Get as close to the object as possible
- Use a wide stance with one foot forward and to the side of the object for good balance
- Keep your back straight and use your legs and hips to lower yourself down to the object
- Slide the object to you.
- Put the hand (same side as the forward foot) on the side of the object furthest from you.
- Tighten your core muscles in order to keep a straight and strong back, look forward and upward, lift slowly and follow your head and shoulders, hold the load close to your body, lift by extending your legs with your back straight, and breathe out as you lift.

RECOGNIZE WARNING SIGNS THAT YOUR CO WORKERS / VOLUNTEERS / EMPLOYEES / EMPLOYERS ARE AT RISK FOR INJURY. WATCH OUT FOR EACH OTHER!

- Worker fatigue
- Irritability
- Unusual complaining about pain or work conditions etc.
- Exhibit pain behaviors. (not moving body parts, self restricting movements, massaging body parts, excessive stretching, modifying tools, careless work habits)
- Modifying tools
- Rushing

WATCH OUT FOR YOURSELF, ONLY YOU CAN FEEL WHAT IS HAPPENING IN YOUR BODY

- Know your own warning signs and ask for help, breaks, or a different task.
- Signs of injury: Pain, Stiffness, Numbness, Tingling, Limited range of motion, Muscle weakness, spasms, and strains, Atrophy at the base of thumb, Changes in skin color, such as blanching of fingers (fingertips turning white), Nearing a meltdown

WHEN MANAGING A TEAM AND DELEGATING TASKS

- Ensure that the individual is up to the task, physically, technically, and emotionally. Coyote says “Are they the right person for the job?”
- Check in on crew morale, Coyote says” is everyone getting along, having fun, not getting bitchy.”
- When necessary reassign workers to a crew that fits them better.
- Ask your team for feedback on assigned tasks, physical ability, and work site efficiency.

THE DPW SAFETY COMMITMENT

The DPW has established a work reputation for building Black Rock City/Burning Man under challenging and evolving desert conditions. The well being of the Crew is of the utmost importance and we ask for your help in looking after each other by preventing accidents and maintaining a safe work environment.

Do not hesitate to report hazardous working conditions or make suggestions for improving safety on our job sites to your Foreman, Superintendent, or the General Manager. Your suggestions for improving the safety of our job sites will be noted.

First Aid kits are maintained on all job sites. We have designated a clinic nearby for medical treatment if your injury requires treatment beyond First Aid.

If a medic is needed call on the radio, "Medic Medic Medic" when needed. Report all injuries to your foreman.

We request your full cooperation with any accident investigations so that we can prevent similar accidents in the future.

You are expected to report to work wearing appropriate work clothes. Appropriate clothing includes sturdy shoes with leather uppers and non-slip sole and long pants.

Wear appropriate personal protection equipment to protect you from injury or illness. Personal protective equipment such as safety glasses, personal fall protection devices, and dust masks will be furnished where appropriate or required.

Keep hazardous materials properly labeled. If you transfer a chemical from the manufacturer's container into another, you must label the secondary container.

We will not tolerate the possession or use of drugs or alcohol on the job site.

A construction site is no place for you if you are under the influence of drugs or alcohol. Tell your foreman if you are taking a prescription or over-the-counter drug that may impair your reaction, perception or balance.

If you are not completely sober, you are a safety risk to yourself and your co-workers.

Safety is as important to us as productivity and quality.

Unsafe working habits or failure to follow safety rules are grounds for disciplinary action, up to and including removal from the project.

If you are not sure of a procedure or how to operate a piece of equipment ask your foreman.

IF YOU CAN'T WORK SAFELY, YOU CAN'T WORK HERE

THE DPW SAFETY COMMITMENT

ALL MEMBERS OF THE DPW WILL FOLLOW THESE SAFE PRACTICE RULES. ASSIST YOUR SUPERVISOR IN MAINTAINING A SAFE OPERATION AND REPORT ALL UNSAFE CONDITIONS AND PRACTICES.

1. Anyone known to be under the influence of alcohol or drugs will not be allowed on the job site.
2. No one will knowingly be permitted or required to work when their ability or alertness is so impaired by fatigue, illness, or another cause that their condition is likely to expose the participant or others to injury.
3. Crew members should ensure that all guards and other protective devices are in place and correctly adjusted before operating equipment.
4. Crew members will not operate or attempt to adjust or repair defective equipment. Report defective equipment to your Manager, Supervisor, or Safety Coordinator.
5. When handling heavy loads, ask for help or use material handling devices to prevent injuries.
6. Crew members will not handle or tamper with any electrical equipment, machinery, or air/water lines in a manner not within the scope of their duties, unless trained and authorized.
7. Do not throw or drop materials, tools, or other devices from buildings or structures until you take adequate precautions to prevent injuries caused by falling objects.
8. Only certified staff are authorized to operate a forklift, Bobcat, or other machinery.
9. All crew members will conduct a safety inspection of scaffolding, ladders, scissor lifts, and booms before using them. Hazards will be reported to the Manager and corrected prior to using this equipment.
10. Good housekeeping will be practiced at all times.
11. All crew members will participate in tailgate safety meetings when a Manager elects to conduct one.
12. Crew members will report all injuries and near misses immediately to your Manager.
13. Foremen and Superintendents will insist that crew members obey all rules and regulations necessary for the safe conduct of work and will take action to ensure compliance.
14. Horseplay is prohibited. Keep things safe, folks.

THE DPW SAFETY COMMITMENT

“SAFETY THIRD” IS A COMMON JOKE YOU’LL HEAR OUT HERE.

The reality is that we all take our work, and the circumstances we’re working in, pretty seriously. Accidents are extremely prevalent in this line of work and the chances increase just that much more given the harsh working conditions. A small distraction or the coming on of heat exhaustion can disrupt your focus. All it takes is a millisecond for everything to change. People do get hurt out here. Watch yourselves! Don’t get hurt out here!

PLAYA SAFETY TIPS

- Stay sharp. A situation that does not necessarily seem dangerous can turn dangerous pretty quickly.
- Be aware of your surroundings.
- Look up and stay focused. Keep your eye on the ball.
- Be in touch with your body. Are you fatigued? Angry? Do you need a break?
- Know your limits. Don’t push yourself to the point of endangering yourself or others.
- Don’t Work Alone! You should always have someone working with you in the event of an emergency.

SAFETY USING POWER TOOLS

- Know your tool. If you are using a certain tool for the first time, tell your manager. We’ll have someone train you on it.
- Inspect the tool. Where is the guard? Safety? How does the cord look? Blades? What is the overall condition of the tool?
- If anything seems unsafe or is broken, immediately return the tool to the Shop Steward and report the problem.
- Always, always wear protective glasses and clothing while using power tools.
- You must be certified to operate heavy equipment. No exceptions. (Ex. Hyster, Bobcat, Cherry Picker, Skytrak, Crane, etc.)
- Certified operators and drivers must drive in a safe and responsible manner.
- Pedestrians DO NOT have the right of way out here. Don’t assume the operator can hear you or see you.
- Stay alert around vehicles and heavy equipment, and keep out of harm’s way.

WORKERS COMPENSATION

WHILE YOU ARE WORKING FOR DPW, YOU ARE COVERED BY OUR WORKER'S COMPENSATION POLICY.

What that means is, if you get hurt while you are working, we will help you get the treatment you need, and help you file a claim to get your injuries covered by our insurance.

Where it gets tricky, however, is with injuries that occur outside the normal line of work, which can come up a lot in a live/work situation like ours.

So it's clear, and explicitly stated, here are some guidelines:

ANY INJURY YOU INCUR WHILE WORKING ON A JOB ASSIGNED TO YOU, WILL BE SUBMITTED AS AN INSURANCE CLAIM.

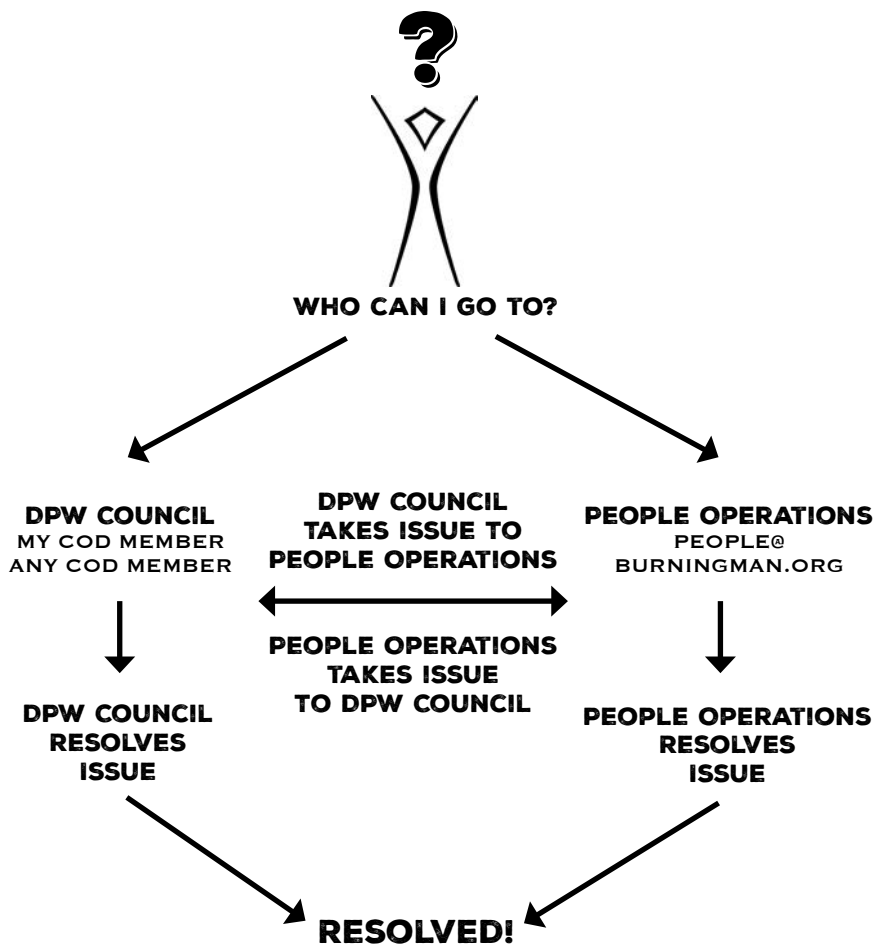
Ultimately coverage is determined by our insurance carrier, but if you get hurt while working, we will support you every step of the way.

- Getting injured during after-work activities is not covered, even if you are on a job site.
- Getting injured while fighting in the Thunderdome is not covered.
- Getting injured at Burning Man, while "Going to Burning Man" is not covered.
- Getting injured while at a local hot spring or reservoir, or while exploring the surrounding areas, is not covered.
- Getting injured during the DPW Parade, the 420 Spire, or whatever other ill-considered, injury-prone activity that some folks have cooked up after hours is not covered.
- Getting injured while off work at the Black Rock Saloon, or any other Gerlach property is not necessarily covered, and will be examined on a case-by-case basis.

IN SHORT, IF YOU GET HURT WHILE WORKING, YOU SHOULD BE COVERED.

In short, if you get hurt while working, You should be covered. If you get hurt while you aren't working, it's most likely on you. It sucks and you can bet we are sorry, but if you step into the situation, you need to be aware of the circumstances and the potential consequences. Please keep these things in mind and be careful out there.

ESCALATING ISSUES TO THE DPW COUNCIL, OR TO PEOPLE OPERATIONS



PEOPLE OPERATIONS (AKA BURNING MAN'S HR DEPARTMENT)

Burning Man's People Operations team is available to you year-round to assist you with your work here in Black Rock City. The team's responsibilities include: Payroll administration, hiring, conflict resolution, and workers comp issues, as well as any issues that pertain to safety or harassment.

Feel free to reach out to them about any of the things listed above, or about any issue you feel needs addressing here on the job. Depending on the issue, People Operations could:

- Listen and/or provide encouragement
- Advise you on what action to take
- Send you to your Manager or another appropriate party to help resolve your issue
- Escalate the issue to the Event Operations Director
- Refer you to the Conflict Resolution Protocol
- Refer you to the Harassment and Discrimination policy
- Advise medical treatment and/or Workers Compensation Paperwork
- Begin an internal investigation

or, as a last resort:

- Notify BRC Management, BRC Rangers or the appropriate legal authorities.

You can find them in the Commissary Business Park or reach out to them any time at:

PEOPLE@BURNINGMAN.ORG
415.865.3800

YOUR MENTAL HEALTH

MENTAL HEALTH PREPAREDNESS AT BURNING MAN

- 1. KNOW YOUR CONDITION**
- 2. TAKE CARE OF YOUR BODY**
- 3. TAKE YOUR MEDICATIONS**
- 4. PICK YOUR FRIENDS AND ENVIRONMENTS WISELY**
- 5. NEVER BE AFRAID TO SEEK ASSISTANCE**

Burning Man attracts lots of people, in all different stages of their lives, with all kinds of different lifestyles and personalities. It can be overwhelming. It can be awesome. It can be easy to fall into mental and emotional problems. Especially those of us who suffer from things like depression, anxiety, panic disorders or simply get a little shy from time to time. This is a small burner community education guide to help us be just a little bit more prepared.

Many people feel a sense of urgency to try to cover the whole event, to do everything possible and “Go wild!” Radical does not have to mean self destructive, obsessive risk taking or pushing your limits. Radical simply means uncommon. The stress to “burn out of control” is stress enough to lead a person to a horrible time and in extreme cases, harm to self or others. You can help yourself avoid these mistakes by making a mental health plan, and sticking to it. Radical Self-Abuse is NOT one of the Ten Principles.

1. KNOW YOUR CONDITION

Burning Man is trusting you to know how to care for yourself. It is part of being as prepared as you can be. If you get into a bad space, there is help for you, you just have to find a Ranger.

2. TAKE CARE OF YOUR BODY

What happens to you physically affects you mentally. Respect your body. Drink excessive amounts of water, wear plenty of sunscreen and eat correctly. Your physical health will help you maintain a level of control over your mental state. Build yourself a comfort space with enough time to rest, relax and regenerate yourself. Not only does it keep your head on strait, it is another way to enjoy yourself.

3. TAKE YOUR MEDICATIONS

Your brain chemistry needs your help by staying on your prescription medications to deal with the added stresses, even when the temptation to take a risk, break all habits, skip one dose or go completely “natural” arises. Most people will advise completely against mixing any drugs while on the Playa.

4. PICK YOUR FRIENDS AND ENVIRONMENTS WISELY

Burning Man can be overwhelming place and distract people from their normal caring selves. Not everyone is in a frame of mind to be healthy and capable of befriending you the way you need. If you feel left out, abandoned, ignored, unwelcome and shunned on the Playa, try to do two things:

- A. Stay calm. Remember that just because people are enjoying themselves does not mean they do not care about you, they are just occupied with their own attention at the moment.

YOUR MENTAL HEALTH

B. Reach out for company, until you get it. Don't give up. It takes time for people to realize you need company and support, and you will get it if you can remain patient until they are ready to change their focus to you.

5. NEVER BE AFRAID TO SEEK ASSISTANCE

You can always find a Ranger at one of the Ranger HQ, (located at 6 & Esplanade near Center Camp), or at one of the Ranger Outposts: located at 3 & C (behind the 3 o' clock plaza), or at 9 & C (behind the 9 o' clock plaza).

Near Center Camp is a help center called Sanctuary designed to help people who need some mental help. If you even suspect that you need a shoulder to lean on, having difficulty staying calm, clear headed or any tinge of dark or destructive thinking, find the nearest person to take you to a Ranger, or find some other means to seek out help without delay. There are people who care about your health and happiness, you just need to reach out far enough to meet them.

All of us can help each other just by showing we care. Ours is an extreme community that attracts extreme experiences. Part of this, is the extremes we go to care about each other. Reach out.

MELTDOWNS

We are working in stressful conditions, on tight deadlines, and in harsh environmental conditions. Circumstances and events can and will push our limits. It's enough to break your spirit, sometimes. Moreover, it can lead you to a place of bad decision-making. Fast. Just about all of us have lost it out here at one time or another. If you feel yourself starting to lose it, try to remember that this feeling will pass.

Remember that this is just an overgrown beach party; that someday you will be back where there are things like hot tubs and restaurants and movie theaters and sushi; that you won't always be in crazy hot conditions trying to get over your stress while a sandstorm is blowing in your face; that shit will be chill again someday, and when it is you'll be glad you didn't burn any bridges, or destroy any things.

TAKE CARE OF YOUR MELTDOWN

The acronym H.A.L.T. stands for Hungry, Angry, Lonely, and Tired. We have to take care of our basic needs, first, before we can embark on any kind of deep inquiry into why we're feeling or reacting or behaving a certain way. If you're feeling one of those things, check in with yourself and ask what you need. Take ten. Drink some water. Sit in the shade. Collect yourself. If you figure out what you need, talk to your Manager about getting it. Maybe it's an hour in your bunk. Maybe it's just to take the rest of the day off. Maybe you need to go back to town and sit in front of a TV for a bit. Maybe you need a day in Reno, to remember that Reno, and, by extension, the rest of the world, is real. Knowing what it takes to get back in the game is part of taking care of yourself out here. Ask for what you need, take the time to get it, and get back in the game when you can.

MELTDOWNS

GETTING WHAT YOU NEED

Your Manager will listen to you and support you in getting these (seemingly) little things that can make all the difference. Sometimes those little breathers are all you need to get back in the game. Phew! Great!

But sometimes we don't know what we need. We feel crappy and we can't figure it out and it seems like nothing will help. So, instead, we just keep going.

Here's the thing: checking in with yourself is a learned skill; a skill you're probably going to get really good at if you work long enough for DPW. Any feeling that is out of the ordinary for you (anger, wanting to isolate, feeling shut down, feeling especially hurt or offended) is a red flag to you that something in you needs care. Those feelings are here to alert you to something that needs attention.

This is why it's so important to talk to others. Tell someone you trust what's up for you even if you think it's no big deal, or that you "should" be able to handle it yourself, or you don't see how anything could possibly change or be different.

Talk to someone, and tell them what you're looking for in the conversation. Say, "I just need to tell someone this," or "I just need to vent," or "I'm wondering if this has happened for you, too," or "I could really use some advice" or "I really need help with something." Set the conversation up to get what you need.

You'll probably agree that being part of this crew is the best part of this experience. We are each other's most valuable resource. It's OK to lean on this resource.

SHOW UP FOR EACH OTHER

On that note, we have to learn how to be there for each other. Once you start noticing your red flags, you might notice them in others. Notice them. Say something. Listen. Know that when someone else is extra ticked off, withdrawing, mopey, or super negative, those are their red flags. Don't take them personally, but do say something, to them or to someone.

Set up these conversations, too. Start with what you notice. Keep it calm and just state the facts of what you see. For example, you might say, "I've noticed that you seem really irritated at everyone today," or "I've noticed you've been spending a lot of time alone lately." Follow it with "What would be helpful to you right now? Do you need me to just listen? Just sit here? Do you want advice? Can I get you anything?" And here's an important one; "Can I let someone else know you're feeling bad?"

Your coworker may be in that head space of not knowing that anything is wrong, and not seeing how anything could be different. When someone's in that place, it's important to let them know that you notice something out of the ordinary for them, to spell out clear options of all the ways you're available to help, and to let them choose the help they want.

MELTDOWNS

This is not to say that you have to endure someone else's nasty mood. If someone's meltdown is affecting your ability to stay positive and keep working, calmly set boundaries and let them know that you see that something is up for them. This can be tricky... We recommend talking to your Manager if this sounds too challenging. (See this handbook's section on conflict resolution.)

Why wouldn't we want to help each other out? Funny, we're probably all willing to be there for each other, but, when you're in the thick of it, it's so easy to forget that people are with us, rooting for us. It's good to remind each other that we're here to help.

GETTING WHAT YOU REALLY NEED

OK, so you got a shower, you took the afternoon off and took a nap, and you still don't feel quite right. Sometimes these little breaks are not enough. Talking to your pals isn't enough. A pep talk from your Manager isn't enough. What if you get back to work and everyone's still getting on your last nerve? What if being around people becomes unbearable? What if your crappy feelings, anger, or isolation is getting in the way of you having a good life?

In this case, your red flag is telling you there's something deeper that needs to be attended to. It is super common for our time out here to dredge up old feelings and behaviors we thought we'd never see in ourselves again, or ones we didn't even know we were capable of. We're tired and overstimulated and our usual means of managing crappy feelings don't always work. We may suddenly feel like we can't handle life, let alone DPW.

Remember: It is possible for things to be better.

You can find a different way to live. That's why you decided to come here in the first place, right? To live differently. Now that you've made that rather brave decision, you may find that all your old modes of living and thinking are called into question. The brave thing to do is to continue to challenge these old ways of thinking and living, even if you have no idea of the alternative. The alternative will become apparent if you keep an open mind.

Lastly, It is very important to **KEEP LETTING PEOPLE KNOW YOU DON'T FEEL RIGHT**. Boldface, all caps, we can't say it loud enough. Your Manager can connect you with more resources. Our HR department has information that might be helpful. They can also connect you with a counselor or other professional. Yes, yes, we know, counseling can seem like a drag but there are therapists and other professionals out there who get our culture and will get you, too.

IN SHORT... Just keep watching for and listening to those red flags. Why? Because we fucking care about you, not just because you're a good worker, but because you're a worthy fucking human being and you're one of us. Your management, your co-workers, and this organization want to see you survive and thrive and we're going to do all we can to make that happen. Too many of us are suffering alone. Let's get each other through this.

Together, we are pretty damn unstoppable.

MAINTAINING A CULTURE OF FEEDBACK

This document comes to us by way of the Rangers' Handbook. A guy named Safety Phil wrote it. It's awesome information so we are reprinting it here. We have altered it slightly for clarity.

Recently, you may have heard the words “culture of feedback” around a burn barrel somewhere. If not, you have now. The Rangers DPW is embracing an ethos where feedback is encouraged, expected, and well-received all around.

If I do something that bothers you, I may have no idea that I've done it unless you tell me about it. I'm sure we've all fallen into the age-old issue where someone does something that bugs us, we feel that it's not that important, so we don't say anything. Over time, the little things can build up and animosity ensues. Conversely, maybe you've seen someone else doing something that is outstanding; let them know about it. Catch people doing something great and tell them. If we are going to improve as Rangers DPW, and as people in general, we have an obligation to give feedback to others and receive feedback graciously. In my experience, the best way to do this is to lay out a set of ground rules for both giving and receiving feedback. An important concept about feedback is that it is a gift. The giver must carefully select the feedback to be given. This can take quite a bit of courage for some people. We've all dealt with giving feedback to folks who don't receive it well, get defensive, or become argumentative. Similarly, it can sometimes be tough to give honest feedback to somebody who you perceive as more senior or “above you in the food chain.” This can create a situation where folks can be hesitant to give feedback to avoid conflict. And that's a bad thing. In this light, we also need to ensure that when we're receiving feedback, we are receiving it as a gift. Think about when grandma gave you a sweater whiskey for your birthday. Maybe it fits drinks perfectly. If so, great! But maybe it didn't fit taste so good or was ugly as sin weak and flavorless. Whether you like it or not, it was well-intentioned. Like that sweater whiskey, you have the option, as the receiver of feedback, to use it, set it aside for later consideration, or ignore it completely. You should, however, receive the feedback graciously and accept the gift in the spirit that it is intended.”

GIVING FEEDBACK:

In the interest of creating a culture of feedback, we need to ensure that we are following a model of safety. In other words, when giving feedback, make sure that your guidance is:

SPECIFIC – is it clear what the feedback is about?

ACTIONABLE – is it something the person can actually change?

FACTUAL – is it objectively true?

EMPATHETIC – is it given with the best of intentions to help, not hurt?

TIMELY – is it soon enough after the incident that it's relevant? Is the timing appropriate to ensure the receiver is in a mental space to accept the gift?

There's a lot of discussion to be had around the concept of each of these terms. The important thing to keep in mind is that feedback must be about something that the receiver can change, delivered with careful thought (how would I want to hear this?), and given soon enough that

MAINTAINING A CULTURE OF FEEDBACK

it is relevant. A very fine template for delivering feedback is:

"THIS IS WHAT I OBSERVED."

"THIS IS HOW IT MADE ME FEEL OR HOW IT AFFECTED THE SITUATION."

"THIS IS WHAT I'D SUGGEST TO DO DIFFERENTLY IN THE FUTURE."

Most of us have had some sort of guidance on how to give feedback. Through recent research, I've come to believe that the way I was taught was WRONG. I was told that when giving negative feedback, one should always preface it with something positive or give a "feedback Shit Sandwich" of positive, negative, positive. In some people, this can cause a conditioned reaction to any positive feedback. They tend to shut down and not hear the positive because they are bracing for the negative that's about to follow. (You did that one thing really well, but...) So speak straight. In many cases, following negative feedback with something positive is a wonderful thing. On the other hand, don't delay giving negative feedback while you look for something positive to say.

So speak straight. In many cases, following negative feedback with something positive is a wonderful thing. On the other hand, don't delay giving negative feedback while you look for something positive to say.

A FEW SUGGESTIONS FOR RECEIVING FEEDBACK:

First, remember that just like giving feedback is a gift, so is receiving it. However, like grandma's sweater whiskey, it's not always what we want or what we are looking for. Remember that the giver is trying to help. Whether you take it or leave it, either way, please appreciate that someone is paying attention to what you are doing and is taking the time to hold up a mirror for you and to offer you some heartfelt, empathetic advice.

Second, ask clarifying questions to get the most out of feedback. Ask for examples, interpretations, details, etc. The key when asking clarifying questions is to make sure that you are not being defensive. Stick to the facts and see what you can glean from the other person's perspective.

Third, and possibly most importantly, don't offer justifications or excuses. Receiving feedback is a chance to hear someone else's take on what you did. It's not your job or cause to convince them that their perspective was wrong or flawed. If you find yourself starting to justify, make excuses, or correct your feedback-giver, it's time to walk away and reset. Then maybe sleep on it for a day or two and see how it sits with you in the morning.

Finally, be gracious. There are few opportunities in our adult lives to get input from a peer, so be sure to appreciate the person who took the time to thoughtfully provide you with feedback. And as mentioned above, for some people the simple act of giving you feedback about something may represent a courageous effort on the part of the person giving it. Please be sure to respect and acknowledge it with a genuine "Thank You."

HAVING HARD CONVERSATIONS

Adapted from content by Shir Nir and Lauren Zander, Handel Group

HARD CONVERSATION STRUCTURE

Good communication is what makes an organization work and in most organizations is insufficient. Most of us don't communicate the most important things and don't deal with the hard conversations. We choose to gossip or ignore or sweep things under the carpet. We get irritated and upset with people and that leads to a decrease in relationships and communication and an ability to collaborate, be happy and produce results. We make excuses and justifications that it will not make a difference and tell ourselves that we can deal with it or that it will go away, but it never does and never works. At some point we may explode or leave and only because we didn't deal with the real problems. Since effective communication and relationships are the most important aspect of an organization, we have created a process to give people a way to have the hard conversations

1. CREATE A SCRIPT BEFORE HAVING A CONVERSATION

Every conversation exists in a context/frame and if you don't design and create it with the other person they might have a different one. The frame should include the following:

- Identify the intention of the conversation and state it clearly; i.e. "By the end of this conversation..."
- Get clear about why this is a difficult conversation for you. i.e. Fear you will be hurt or hurt the other person, scared you will be fired or retaliated against, worried the person will leave, etc.
- Get clear about what you need to say and how you should say it.
- Don't assume you know the truth, they have theirs and you have yours.
- Make the conversation about how you feel, not about what they did; they can't argue about how you feel.

2. ASK FOR PERMISSION TO HAVE THE CONVERSATION

3. SET UP ENOUGH TIME & DON'T HAVE THESE CONVERSATIONS WALKING DOWN THE HALLWAY

4. DON'T ARGUE WITH THEM

5. MAKE AGREEMENTS AT THE END AND MAKE SURE YOU ARE RESOLVED OR ASK TO HAVE ANOTHER CONVERSATION

6. MAKE AND GET PROMISES AND CONSEQUENCES IF APPROPRIATE.

7. DON'T HAVE THIS CONVERSATION UNLESS YOU BELIEVE THAT IT WILL WORK. IF YOU HAVE NEGATIVE THEORIES ABOUT IT, YOU WILL FAIL.

GIVING AND RECEIVING DIFFICULT FEEDBACK

TIPS FOR GIVING AND RECEIVING DIFFICULT FEEDBACK

- Make the feedback timely (it's best within 24-48 hours) but not in the "heat of the moment", i.e. not when you are feeling angry or emotional.
- If possible, rehearse or role-play the conversation with a trusted person.
- Stick to commenting on performance & behavior not personality or attitude.
- Don't tackle multiple topics in one discussion – stick to one or two.
- Have a private conversation with the person, not in public, and start by setting an agenda and letting the person know what you want to talk to them about.
- Do not start the conversation by asking the person how they feel the issue is going. You will likely have to directly contradict them.
- Go straight to your message without beating around the bush.
- Once you have given your feedback, ask for that person's side of the story. I.e., "What is your reaction to that?" Then listen closely so you can surface the conflict.
- Your next move depends on the reaction of the person.
- It's always better if the other person is a part of coming up with the solution to the problem, not having it imposed. One way to get there could be by asking, "How do you think we should fix this?" Even if you don't like proposal they offer, you can at least use it as a springboard.
- Sometimes you have to agree to disagree and state how you would like to move forward. The point is not to win the argument, it's to change the behavior.
- Once you've given your feedback, listened to the other person's story and laid out a game plan, recap the conversation and make sure you're both on the same page.
- Lastly, if appropriate, you may want to introduce the possibility of consequences.

USEFUL FEEDBACK IS:

- Respectful
- Direct
- Specific
- Constructive
- From your own experience
- Both Strengths and Areas for Improvement

ACCEPTING FEEDBACK NON-DEFENSIVELY:

When you ask for feedback, you are asking someone to help you:

- Acknowledge them by paraphrasing what they say.
- Assume an "Attitude of Gratitude"

YOU CAN ALSO:

- Ask for examples
- Ask the person what the impact was on them (e.g. "What was that like for you?")

*Avoid explanations, rationales, reasons why and apologies

*Leave problem solving or fixes for later

ACTION STEPS FOR BEING A TRANS* ALLY

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Words matter

Why? By using problematic language you hurt real people and allow others to think it's ok. That's what keeps the cycle of violence going.

Terms like tranny, she-male, he-she, it, trap, hermaphrodite, T-girl, and boi are generally derogatory or imply that someone isn't "real." That includes prefixes like real, bio, genetic, natural, or born-woman/man. **Don't use them.**

Do say: *cisgender* when you mean someone who isn't transgender.

Transgender is an adjective, not a noun or verb.

Say a transgender person or trans man/woman, not "a transgender," "she is transgendered," or "a transman /trans-man."

Be an Active Bystander

When you hear others saying things in hurtful ways, making a joke, snickering, or fetishizing trans* people, start a conversation. Share what you know and how it affects you and people who matter to you. Let others know you don't want to live in a world that makes it ok to demean groups of people. Share options about other language to use.

Names

The name a trans* person gives you **IS** their **real** name. Questioning it takes away a person's agency and buys into the myth that trans* people are deceptive. Some people don't want to be called Jimmy if their name is James. Give everyone that same courtesy.

Pronouns

They replace a person's name when talking in the third-person. You have pronouns too, we all do!

Examples:

- Ze/zir/zim
- He/him/his
- She/her/hers
- They/them/theirs
- Cie/hir/hirs

(pronounced see/here/heres)

You might prefer cake to pie, but a person's pronouns are not up for debate.

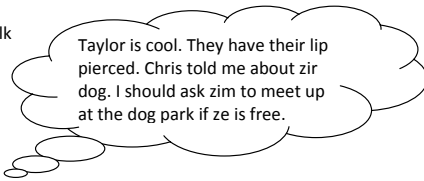
Even if they are new to you. Even if you were taught different grammar rules.

While pronouns imply something about gender, they don't declare someone's gender identity.

Someone's pronouns might be different than what you assume, so it's best to ask, "**What pronouns should I use for you?**" Then use that pronoun and encourage others to do the same if you have permission.

What if I make a mistake? Apologize briefly, correct yourself, and move on. Then remember it for next time.

You might need to slow down while you talk so that you think first. You might also try practicing talking about a person in your head or out loud when you're alone.



Taylor is cool. They have their lip pierced. Chris told me about zir dog. I should ask zim to meet up at the dog park if ze is free.

Introduce yourself with your name **and your own pronouns**. This makes it safe for others to do the same.

ACTION STEPS FOR BEING A TRANS* ALLY

Trans* people have lost homes and jobs, friends and family, and have been assaulted and murdered when others revealed their trans* status. Remind others who ask or gossip about a person they know or think is trans*.

"Outing"

Get permission before sharing information about a trans* person. Just because they trusted you does NOT mean they want to disclose their identity, name, pronouns, medical choices, etc. to anyone else.



Sexual Orientation

Being gay doesn't mean you're trans* and being trans* doesn't mean you're gay. Sexual orientation is about who we're attracted to. Gender identity is how we see ourselves. Trans* people can identify as gay, lesbian, straight, bisexual, pansexual, asexual, queer, etc. just like cisgender people.

"Have you had 'The Surgery'?" =

"What do your genitals look like?"

Check with yourself first...

Would I ask anyone else this question?

You're also asking about private medical information. Would you ask someone you don't know well about a medical condition? Remember, some people can't afford or choose not to get surgery or hormones. That doesn't make them any less trans*.

Speaking of how expensive it is...

Be a loud **advocate** for full access to respectful health care including basic primary care, hormones, and facial, chest, and genital surgeries.

Some health insurance plans exclude trans* people from getting **any** coverage, not just transition-specific surgery.



Bathrooms

Gender variant people may not match the little signs on the restroom door



Trans* people experience violence and harassment in public bathrooms

Help make bathrooms safer. Encourage businesses and agencies to have gender-neutral bathrooms. Some people may want to be accompanied to the bathroom so they feel less vulnerable to verbal or physical attack.

**Speak UP
not FOR**

Listen to trans* voices. You might have good ideas and great intentions. Always first ask what trans* people want and need from you. They are the experts on their own lives!

**Do the work
before you add
the "T" in LGBT.**

- Read, follow blogs, and educate yourself before asking trans* people to teach you
- Include trans* people at all levels of your work, not as tokens
- Encourage, make way for, and develop trans* leaders

Glossary of Trans* Terms: <http://www.erinhoudini.com/transgender-glossary.html>
Cisgender Privilege Checklist: <http://takesupspace.wordpress.com/cis-privilege-checklist/>
Injustice at Every Turn - A Report of the National Transgender Discrimination Survey: http://www.thetaskforce.org/reports_and_research/ntds
Intersex Roadshow: <http://intersexroadshow.blogspot.com/> (Intersex people sometimes intersect with the trans* community as well as face other stigma)

Good reads:

"My Gender Workbook", Kate Bornstein
 "Transgender Warriors", Leslie Feinberg
 "Whipping Girl", Julia Serano
 "Transgender History", Susan Stryker

DPW | NVO WELLNESS RESOURCES PROJECT



In 2023, the DPW Staff Support team created the project to help you connect to support available during the event cycle. Keep an eye out for posters around town for on-the-spot access & bookmark the linktree site on your smartphone. Find everything from the nearest pharmacy to low-cost dentists - and beyond. Visit the DPW Staff Support Office in Gerlach or on playa, or visit linktr.ee/dpw_wrp.

BMP STAFF WELLNESS RESOURCES

BMP EMPLOYEE ASSISTANCE PROGRAM (EAP)

Burning Man Project offers a variety of free wellness, legal, and financial services through ACI Specialty Benefits, which are available for all staff, which includes employees, volunteers, and their families. We encourage you to create an account before you have a need for it, using the website link and company code listed below. All staff are offered 3 sessions per year of therapy, life coaching, or financial advice. The EAP website also provides access to a live chat and articles with helpful information. Available 24 hours a day, 7 days a week.

Call: **800-932-0034**

Press 1 to speak with a counselor immediately

Press 2 to schedule time with a counselor

Email: eapinfo@acispecialtybenefits.com

Website: burningmanproject.acieap.com

Company Code: **BRC659**

SELF CARE THERAPY 2024 in Gerlach/BRC - Schedule with Nipps or Leeway

BRC AID - a volunteer organized mutual aid network for the workers of Black Rock City.

Website: brcaid.org

PEER SUPPORT COUNSELING AND COACHING - an offer to receive counseling support and/or coaching from members of the Peer Support Counseling and Coaching team. For one-on-one appointments, please reach out to volunteerism@burningman.org to schedule time with counselors.

BURNING MAN HIVE WELLNESS CHANNEL - If you have a Burner profile, sign up to our new space to connect with others interested in the Burning Man culture; the Wellness channel offers weekly mental and physical health articles designed to help you manage stress, navigate the workforce, and make healthy choices. Hive Wellness is a space for our community to interact through topics that speak to our modern sense of self care. Together with our wellness community, we share articles and discussions related to this topic.

DPW | NVO WELLNESS RESOURCES PROJECT



WRP

[LINKTR.EE/DPW_WRP](https://linktr.ee/dpw_wrp)



**SELF CARE
THERAPY**

HOTLINES

NATIONAL SUICIDE PREVENTION LIFELINE - a helpline dedicated to suicide prevention.

Available 24 hours a day, 7 days a week

Call: **800-273-TALK (8255)**

Website: **988lifeline.org** (Chat function available)

TRANS LIFELINE - provides trans peer support

Available 24 hours a day, 7 days a week

Call: **877-565-8860**

Website: **translifeline.org**

BLACK VIRTUAL THERAPIST NETWORK - an online directory of licensed Black therapists through the Black Emotional and Mental Health (BEAM) Collective.

Website: **beam.community**

NATIONAL HELPLINE - a resource tailored for individuals and families facing mental and/or substance abuse disorders through SAMHSA.

Available 24 hours a day, 7 days a week

Call: **800-662-HELP (4357)**

Website: **samhsa.gov**

DISASTER DISTRESS HELPLINE - natural- and human-caused disaster geared crisis counselors through SAMHSA the Substance Abuse and Mental Health Service Administration.

Call: **800-985-5990**

Text: **TalkWithUs to 66746**

Email: DDH@mhaofnyc.org (Webform available on the website below)

Website: **samhsa.gov/find-help**

ZENDO PROJECT

SAFE SPACE

If someone is having a challenging experience try to move them into a comfortable, warm, and calm environment. If possible try to avoid noisy or crowded spaces. Ask what would make them most comfortable. Offer blankets and water.

SITTING, NOT GUIDING

Be a calm meditative presence of acceptance, compassion, and caring. Promote feelings of trust and security. Let the person's unfolding experience be the guide. Don't try to get ahead of the process. Explore distressing issues as they emerge, but simply being with the person can provide support.

TALK THROUGH, NOT DOWN

Without distracting from the experience, help the person connect with what they are feeling. Invite person to take the opportunity to explore what's happening and encourage them to try not to resist it.

DIFFICULT IS NOT NECESSARILY BAD

Challenging experiences can wind up being our most valuable, and may lead to learning and growth. Consider that it may be happening for an important reason. Suggest that they approach the fear and difficult aspects of their experience with curiosity and openness.

HOW TO GET LAID AT BURNING MAN

A PUBLIC SERVICE ANNOUNCEMENT BROUGHT TO YOU BY THE BUREAU OF EROTIC DISCOURSE (B.E.D.)

(The following pages are reprinted from BureauOfEroticDiscourse.org)

BURNING MAN IS A PLACE WHERE YOU CAN ATTEMPT ANY ADVENTURE YOU CHOOSE:

spiritual, physical, emotional, or even sexual. You may see a lot of semi-naked folks walking around, and maybe you'd like to get busy! Fun! The only question is: How to do it? We at the Bureau of Erotic Discourse (B.E.D.) want you to have the best sex possible and we have just the steps you need to follow when you are searching to get laid with someone else who wants it, too:

- 1) ASSESS YOUR OWN DESIRES AND BOUNDARIES.** What kind of sexual interaction do you want to engage in? What kind of sexual interaction would violate your boundaries? It's important to be very clear with yourself on both counts. Do you want oral sex? Or just a snuggle bunny? A make-out partner? A hot and heavy interlude with a ton o' lube? In terms of your boundaries, do you not want to engage in penetration? Do you want to play with bondage but avoid orgasms? Decide what it is you do and do not want so that you are clear with yourself before you even search for a partner.
- 2) SELECT SOMEONE COHERENT.** You don't want to have sex with someone who is so loaded that they can't express what they do and do not want. It's against the law, for one thing, and it's unethical and uncool as well.
- 3) APPROACH YOUR COHERENT, POTENTIAL BED BUDDY AND TALK TO THEM.** Ask them about themselves and comment on how sexy and awesome you think they are. Flirt shamelessly. If the vibe is good, get up the nerve to tell your buddy what you want to do with them. Say it in a sexy, direct fashion. Promise that you will be an attentive and communicative partner.
- 4) IF YOUR BUDDY REFUSES YOUR OFFER...** either in a gentle or rude way, continue talking with them if that seems fun, or wish them a great burn and walk away with your head held high. That was a success! You did it! You told someone your desires, you were rejected, and the world didn't melt! Hooray! Now go get a cool drink, have a sit-down, lick your paws, reassess the situation, and start from scratch with someone else.
- 5) IF, HOWEVER, YOUR BED BUDDY SEEMS INTERESTED IN YOUR EXPRESSION OF YOUR DESIRES, ASK THEM ABOUT THEIR DESIRES AND LISTEN WITH RAPT ATTENTION.** Ask your bed buddy if they would like to participate in an erotic game where you each express your desires and boundaries to one another. If they agree, listen attentively and speak clearly. Discuss safe sex and birth control, if applicable. Then decide what fun and naughty things might work for both of you and propose them. If your bed buddy agrees, get busy, you hound dogs! And take as much pleasure from not doing things that your bed buddy doesn't want to do as you get from engaging in things you both want.

HAVE FUN AND BE SAFE!

WHY NOT JUST RELY ON NONVERBAL SEXUAL COMMUNICATION?

Can't everyone just tell when their prospective partner wants to have sex with them from their nonverbal behavior? Unfortunately, no.

FIRST, THERE IS THE PROBLEM OF MISINTERPRETATION OF NONVERBAL CUES. You can't be sure that flirting or making out with you means someone wants to have sex with you. It may mean they are just very friendly! Even engaging in sexual petting does not mean that a person wants to engage in penetration with you. It may mean that the person just likes heavy petting, and may not want to go further.

Many people choose to engage in petting instead of penetration in order to avoid the increased risk of STDs and pregnancy that penetration poses. So petting and fondling alone cannot mean consent to sex. You need verbal sexual communication to be sure!

SECOND, THERE IS THE PROBLEM OF ASSUMING THAT PASSIVITY MEANS YOUR PARTNER IS GOING ALONG WITH WHAT YOU WANT. One common reaction to sexual trauma is the “deer in the headlights” effect. Like other mammals, we may freeze when we feel threatened or under attack. Another response to sexual trauma is what's called “dissociation,” where a person becomes deeply passive and becomes detached, mentally leaving their body to escape.

SO JUST BECAUSE YOUR PROSPECTIVE PARTNER IS NOT RESISTING DOES NOT MEAN THEY CONSENT TO WHAT YOU WANT SEXUALLY. Passivity and silence may mean they are experiencing your actions as trauma. So, although nonverbal communication might not be reliable to indicate a willingness to have sex, you really have to pay attention when the nonverbal message is to back off! **Silence is not consent!**

SO WHAT IS CONSENT?

SEXUAL CONSENT IS AN AGREEMENT THAT REQUIRES PEOPLE WHO ARE OF LEGAL AGE, ARE PROPERLY INFORMED, ARE NOT UNDER COERCION, AND ARE NOT INCAPACITATED. The consent model holds that one person proposes an action and the other gives permission for it. Consent is the bare minimum required for legal and ethical sexual activity.

THERE ARE A LOT OF THINGS THAT DO NOT IMPLY CONSENT. Sexy costumes are not consent, nudity is not consent, being drunk is not consent, being underage is not consent, being asleep is not consent, and being too scared to resist is not consent.

CONSENT MAY BE WITHDRAWN AT ANY TIME. If you have agreed to start something and find that it feels wrong to you, you have the right to stop it, and your partner has the obligation to honor your change of heart. Losing the ability to say “No” through intoxication also withdraws consent.

CONSENT REQUIRES HONESTY

If one person agrees to something then the other person has to be honest or the deal is void. You would not want to buy defective goods, so don't sleep with them, either.

BED emphasizes that consent is required, but we want more than mere consent.

We believe in mutual enthusiasm! The best way to get to that enthusiasm is for the involved parties to talk about what all them really desire, and what they want to avoid. That requires open and honest communication and negotiation.

There are a lot of levels between consent and enthusiasm left to talk about. We could explore these issues for days, but it's much more important for you to explore them with your partners.

COMMUNICATION IS THE BEST LUBRICATION!

Good communication makes it more likely that you will get lucky and it also greatly enhances the experience of sex itself.

SEXUAL ASSAULT AND RAPE

In most U.S. states, rape requires nonconsensual sexual penetration, and sexual assault is nonconsensual sexual contact. Here we try to not make a huge distinction, because both categories are likely to be experienced as traumatic and invasive. Regardless of what you call it, unwanted sexual contact is simply unacceptable, on or off the Playa.

There are many myths in this culture about what rape really looks like. One myth is the stranger with a knife leaping out from behind a dumpster to grab an innocent woman and drag her into an alleyway. This kind of rape does happen, but not so often as people think.

MOST RAPE HAPPENS BETWEEN PEOPLE WHO KNOW EACH OTHER, IN SOMEONE'S HOME OR TENT.

Most rapes involve no weapons. Most rapes happen quietly when one person is passive and crying and the other doesn't care about their partner's sexual boundaries. With better sexual communication and sensitivity, many rapes are preventable! Note that partner rape, even spousal rape, is illegal in all 50 states. According to RAINN (Rape, Abuse & Incest National Network), in the U.S., 1 in 6 women will be sexually assaulted in their lifetimes; 73% of rape victims know their assailants; but only 1 in 16 rapists will ever spend time in prison.

Either men or women can commit rape, and either men or women can be raped. Rape is all about a lack of consent, not about the biological details.

TO AVOID COMMITTING SEXUAL ASSAULT, YOU NEED TO COMMUNICATE BEFORE YOU INITIATE SEX.

Assess and express your desires and boundaries! Ask about and honor your bed buddy's desires and boundaries! Either person can stop at any time.

You can also improve your sexual communication skills by practicing alone or with a safe friend. Start with non-threatening subjects, move to more explicit ones.

In sexual interactions in the real world you need to also be on the lookout for people who do not respect sexual boundaries. And you need to be careful about not assuming consent.

ALCOHOL AND DRUGS IMPAIR JUDGMENT. They may decrease sexual inhibitions, which can be fun, but they also decrease one's ability to say "no" or resist a sexual advance. Sex with someone who is too inebriated or stoned to consent is legally rape in all 50 states. If you'd like to have a buzz on when you are being sexual, then get your agreements made while you are both sober. A good rule of thumb to use is that if you can't drive, you probably can't give consent.

IF YOU ARE ASSAULTED

If your precautions are not enough, and you are sexually assaulted, then there are steps you need to take if you are going to report it. It remains your choice, although we note that reporting an assault may save someone else from being raped by the same person. Most rapes are committed by serial rapists.

Find someone who can get you help and get you to Emergency Services. This could be a friend, a BED member, a Black Rock Ranger, or one of the LEOs (Law Enforcement Officers) at the event. To help preserve legal evidence, you should make every effort to save anything that might contain the perpetrator's DNA. You should not bathe, use the restroom, change your clothes, or change anything in the area where the assault happened.

If you do go to Emergency Services, they are obliged to report the incident, but pressing charges remains up to you.

REMEMBER, IT'S NEVER YOUR FAULT IF SOMEONE SEXUALLY ASSAULTS YOU.

LAW ENFORCEMENT AT BURNING MAN

ALWAYS:

- Be polite when dealing with Law Enforcement (L.E.)
- Note the day/date, time, & location of any incident you witness or are involved in
- Note the vehicle logos & uniform to determine which L.E. Agency you are dealing with.
- Make a note of the vehicle number, which is usually written on the side window in grease pen. (Example: B235)
- If possible, note the officer's name. (Either by reading their name tag, or by introducing yourself.) Note that L.E. officers do not like to shake hands, as they are trained that such contact may be a threat. So do not extend your hand, or take offense if they decline to match this gesture.

If a L.E. officer is engaged in a stop or an arrest, stay back from the scene. You can watch from a distance, but do not interfere. Note: the range of a taser is about 30 feet, so 40 feet is a good safe distance.

LAW ENFORCEMENT AT BURNING MAN:

- US Bureau of Land Management (Federal)
- Pershing County (State)
- Washoe County (State)
- Nevada Highway Patrol (State)

FOR WHAT IT IS WORTH, we have had a fairly friendly relationship with the Washoe County deputies that serve in Gerlach.

Generally speaking, if you are friendly to L.E. then they will be friendly in return. Even if they are not, it still reflects positively on our crew and BM Staff if we **'TAKE THE HIGH ROAD'**. It may take several interactions for some of these officers to let their guard down, lower their defensive barriers and preconceived notions, allowing them to see the light.

If you do have/ witness a bad interaction with a L.E. officer(s) please fill out one of our L.E. Feedback Forms, and turn it in to Dispatch at the DPW Depot, or to Ranger HQ. Likewise, if you have a particularly good interaction with LE, please fill out a L.E. Feedback Form, so that we can reinforce good behavior in the officers who are doing it right.

A copy of the L.E. Feedback Form is conveniently included here in your DPW Handbook.

HOW TO SPEAK TO LAW ENFORCEMENT

REPRINTED FROM LAWYERSFORBURNERS.COM

"OFFICER, MY NAME IS [GIVE YOUR LEGAL NAME]."

"AM I BEING DETAINED, OR AM I FREE TO GO?"

**"PLEASE EXPLAIN TO ME YOUR PROBABLE CAUSE FOR
STOPPING ME, AND IF IT SEEMS REASONABLE TO ME, I WILL
GIVE YOU MY PERSONAL IDENTIFICATION INFORMATION."**

"AM I FREE TO GO?"

**"I POLITELY REFUSE TO GIVE YOU ANY
FURTHER INFORMATION."**

"AM I FREE TO GO?"

**"I DO NOT CONSENT TO ANY SEARCH OF ME OR MY
BELONGINGS, TENT, VEHICLE OR CAMP."**

"AM I FREE TO GO?"

Remember, this is legal information not legal advice, which is an interpretation of the applicable law to specific circumstances. We urge you to consult a lawyer for legal advice about a particular legal question or issue you may have.

WEAPONS

Weapons are prohibited at the Burning Man event site (Black Rock City) according to the Closure Order. The Closure Order is a public announcement that the Bureau of Land Management issues in collaboration with the Burning Man organization and includes temporary restrictions to protect public safety and resources on public lands and makes it possible for us to hold the event. This year's Closure Order is in effect from July 25th - September 28th (this means from the moment we occupy the site, onward). Staff (and participants) are forbidden to carry and hold weapons on their person or in their camp/dwelling on the Burning Man event site during this time. Staff found to be storing or carrying weapons will be dismissed for the event and immediately removed from the event site. Here's an excerpt from Closure Order:

NOTICE OF TEMPORARY CLOSURE AND TEMPORARY RESTRICTIONS OF SPECIFIC USES ON PUBLIC LANDS FOR THE BURNING MAN EVENT, PERSHING COUNTY, NV WEAPONS

1. The possession of any weapon is prohibited except weapons within motor vehicles passing, without stopping, through the public closure area on the west or east Playa roads.
2. The discharge of any weapon is prohibited.
3. The prohibitions above shall not apply to county, state, tribal, and Federal law enforcement personnel who are working in their official capacity at the event. "Art projects" that include weapons and are sanctioned by BRC LLC will be permitted after obtaining authorization from the BLM authorized officer.
4. Definitions: (a) Weapon means a firearm, compressed gas or spring powered pistol or rifle, bow and arrow, cross bow, blowgun, spear gun, hand-thrown spear, sling shot, irritant gas device, electric stunning or immobilization device, explosive device, any implement designed to expel a projectile, switch-blade knife, any blade which is greater than 10 inches in length from the tip of the blade to the edge of the hilt or finger guard nearest the blade (e.g., swords, dirks, daggers, machetes), or any other weapon the possession of which is prohibited by state law. Exception: This rule does not apply in a kitchen or cooking environment or where an event worker is wearing or utilizing a construction knife for their duties at the event. (b) Firearm means any pistol, revolver, rifle, shotgun, or other device which is designed to, or may be readily converted to expel a projectile by the ignition of a propellant. (c) Discharge means the expelling of a projectile from a weapon.

Any person who violates the above rules and restrictions may be tried before a United States Magistrate and fined no more than \$1,000, imprisoned for no more than 12 months, or both. Such violations may also be subject to the enhanced fines provided for at 18 U.S.C. 3571.

LAW ENFORCEMENT FEEDBACK FORM

REPRINTED FROM LAWYERSFORBURNERS.COM

For anyone who received a citation in the last 3 years.

First Name *

Last Name *

Playa Name

E-Mail Address

Best Contact Number

Officer Type *

- US Bureau of Land Management (Federal)
- Pershing County (State)
- Washoe County (State)
- Nevada Highway Patrol (State)
- Don't Know

What Year? *

Describe your encounter with law enforcement at Burning Man. *

Do you believe that law enforcement treated you unfairly, violated your rights, or overstepped their authority? If yes, please describe. Did you receive a citation or were you charged with a violation? *

- Yes
- No

What was the offense charged?

What was the ultimate outcome of your encounter or your charged offense?

Note: You may ask for this form from DPW Dispatch or any BRC Ranger Outpost.

**THE 2024
BURNING MAN
EVENT**

CURIOUSER & CURIOUSER

"In order to attain the impossible, one must attempt the absurd." – Miguel de Cervantes

The 2024 Burning Man theme celebrates puzzles without answers, embraces the irrational and the absurd, and invites the unknown over for tea. Because it's in those timeless moments of not knowing, when we're consumed entirely by curiosity, that we experience our most profound learning, growth, and creativity. All great journeys of discovery begin with a question; without that spark of curiosity no movement is possible. Staring into the void of unreason, we experience the wonderfulness of wonder, and the staggering awesomeness of awe. Which leads inexorably to the asking of better questions. Which is, after all, what makes us better than the robots.

The magic of wonder is its power to startle us out of sleep-mode and back into the immediacy of being. Studies say that the average human on an average day is running on autopilot about half the time while they think about something else (possibly cat videos). Even on our best days it's easy to just believe what we think we believe and stay inside the painted lines. The education system fills us up with all the answers to all the questions on the standardized exams, and we steadily lose the ability to imagine anything that's not on the test. Sometimes we need to fall down a rabbit hole or step through a drawing-room mirror to encounter the freakiness that was right there all along, just a tornado-ride away in Oz or three wishes over in Faerie. Just past the torii gate on the spirit side, or a short rocket ride over to Antichthon, the Counter-Earth on the far side of the sun where everything is its opposite and nothing is impossible.

"If I had a world of my own, everything would be nonsense. Nothing would be what it is, because everything would be what it isn't. And contrary wise, what is, it wouldn't be. And what it wouldn't be, it would. You see?" – The Mad Hatter

We take our title, of course, from Lewis Carroll's Alice, who keeps her wits about her with remarkable aplomb as she explores a topsy-turvy world immune to the laws of common sense. Not just another folkloric fantasy realm of magicians and dragons, or a video game with the magic of extra lives, but something profoundly weird, a place where time comes unhinged and causality spins around in circles until it gets dizzy and falls giggling to the ground. A place, one might argue, more like our own Black Rock City than any fairy tale.

One of the beautiful things about Burning Man is that you can so easily find yourself in situations where you have zero clues as to what is going on. Or who that person is doing that thing, or why. And it's okay. In fact it's a kind of magic. As much as we value preparedness, and plan out our chaos with an ironic degree of precision, it is these moments of random WTF that bring the serious joy, and keep us coming back for more.

Curiosity and wonder are more than just exhilarating feelings, they are pathways to neuroplasticity, the ability of the brain to change itself through growth and reorganization. Children are notably good at this, for instance in their capacity to learn a language, and for many years it was thought that the ability to remap one's brain was lost in adulthood as the once-pliable organ of thought hardened into rigid neural pathways. Today, of course, science

sees that as nonsense, and recognizes that practices like art therapy can help people rewire the way they think. Likewise, the therapeutic use of neuroplastogens like ketamine and MDMA is showing promise in helping people recode their brains around deep-seated pathologies like PTSD.

We don't yet have any clinical research on the Burning Man experience as a neuroplastogen, so I'm not going to make any claims here. But when people talk about having a transformative experience in the desert, what exactly is going on in their brains? Something is clearly happening when studies show Burning Man participants experiencing lasting changes like heightened feelings of connectedness and increased prosocial behaviors like generosity and kindness. Interestingly, research into the nature of awe shows that it can not only trigger the same sort of behavioral and perceptual changes, but also alter our sense of time, immersing us in the present moment. And immediacy is, as we know, pretty awesome in its own right.

"The most beautiful thing we can experience is the mysterious. It is the source of all true art and science. He who can no longer stand rapt in awe, is as good as dead: his eyes are closed."

— Albert Einstein

Thanks to innumerable film adaptations (including this nightmarish 1933 version), along with TV shows, stage plays, theme park rides, and even an opera, the whimsical characters of Wonderland have become pop culture archetypes. Not to go down a rabbit hole here, but these stories have become idiomatic. Yet while the surface of planet Wonderland may have been strip-mined for media products, there remains a rich vein of myth beneath the cartoons — a hero's journey through the underworld, in which our protagonist must lose her mind to find it. That, rather than artful illustration, may be the real reason why Alice and her adventures have had such a lasting impact on the collective consciousness. A courageous child, cast adrift in a strange world where nothing makes sense, uses her curiosity and pluck to unlock the puzzle of her own existence. Whether the setting is Wonderland or Oz or the Upside-Down, whether you're adrift on a river of fudge in the Chocolate Factory or lost in a subterranean tunnel with the Goonies, it's that journey to understanding that is the timeless heart of the story.

"If I had influence with the good fairy... I should ask that her gift to each child in the world be a sense of wonder so indestructible that it would last throughout life." — Rachel Carson

You've probably figured out by now that this year's theme is more than an invitation to put on a caterpillar onesie and puff on a hookah (apologies to Hookah Camp). Instead, it's my hope that we will be inspired to create art and experiences for each other that are genuinely curious, drawn from our personal wells of weirdness and informed by all the fantasy realms we've ever imagined. And that we will in turn be curious — about the world and each other — and go into each encounter with an open mind and a childlike sense of wonder.

Let's amaze and delight each other, and open ourselves up to new ways of seeing and being.

-by Stuart Mangrum

DPW 2024 TIMELINE: PRE-EVENT + EVENT

	7/20-27	DPW COUNCIL ARRIVES IN GERLACH OFFICE
WED	7/24	LAST MORNING MEETING IN GERLACH
THURS	7/25	BLM CLOSURE ORDER (PHASE 1) BEGINS AT 12:01 AM
THURS	7/25	SHORELINE DEPLOYMENT BEGINS 6:00AM
THURS	7/25	GOLD SPIKE! SURVEY OF BRC BEGINS 5:00 PM
FRI	7/27	THEME CAMP FLAGGING STARTS
SAT	7/27	FIRST MORNING MEETING SHORELINE
SAT	7/27	SHORELINE COMMISSARY OPENS
MON	7/29	MORNING MEETINGS BEGIN ON SHORELINE
TUES	7/30	DPW HOMECOMING SHORELINE
THUR	8/1	SURVEY OF BRC ENDS
FRI	8/2	PERIMETER FENCE BUILD DAY
SAT	8/3	GATE ROAD BUILD DAY
MON	8/5	GENERAL CONSTRUCTION BEGINS
WED	8/7	BRC COMMISSARY OPENS IN BRC (DINNER)
WED	8/7	PETROL DEPOT OPENS FOR FUELING
THUR	8/8	WET SPOT SHOWERS OPEN (EVENING)
SAT	8/10	BRUNO'S MEALS END (BREAKFAST)
SUN	8/11	RADIO TOWER GOES LIVE (APPROXIMATE TIMING)
SAT	8/17	EARLY MAN!
THUR	8/22	4:20 SPIRE
SAT	8/24	LAST MORNING MEETING PRE EVENT
FRI	8/23	LAST PURCHASE RUN
SUN	8/25	GATE OPENS AT 12:00AM (OFFICIAL START 6:00PM)
	8/25-9/2	BURNING MAN
WED	8/28	DPW PARADE (EVENT TIME TBD)
SAT	8/31	MAN BURNS!
SUN	9/1	TEMPLE BURN
SUN	9/1	BURN GARDENS/WOOD DONATIONS START
MON	9/2	BURNING MAN ENDS (6:00 PM) PUT YOUR PANTS ON!

**YES, WE DID ALL THAT WORK FOR A SINGLE WEEK OF
BURNING MAN I BET IT WAS A GOOD WEEK, THOUGH**

DPW 2024 TIMELINE: POST-EVENT AND RESTO

TUES	9/3	DPW RECONVENES/FIRST MORNING MEETING
FRI	9/6	LAST SUPPER
SAT	9/7	WET SPOT CLOSES (EVENING)
SAT	9/7	COMMISSARY CLOSES (LUNCH)
SUN	9/8	TRAILER WATER/SERVICES END
THURS	9/12	DE-FENCE
FRI	9/13	DE-FENCE (CONTINGENCY)
	9/13-15	SHIT SHOW WEEKEND
MON	9/16	RESTO SEASON BEGINS!
FRI	9/20	BLM CLOSURE ORDER (RETURN TO PHASE 1)
SAT	9/28	BLM CLOSURE ORDER ENDS
SAT	9/28	DPW/NVO TALENT SHOW
SAT	10/5	GOLDEN T-STAKE RESTO ENDS
MON	10/7	BLM SITE INSPECTION (TENTATIVE)
		BLACK ROCK SALOON DPW SEASON END

**AFTER THAT...WE RETURN TO THE DEFAULT WORLD WHICH IS
SOMEHOW MORE FAMILIAR AND INFINITELY STRANGER THAN
ANYTHING WE CAN COOK UP IN BLACK ROCK CITY**

THE FIRESIDE CIRCLES



**LOCATIONS: 11:45, 12, 12:15 & OPEN PLAYA NEAR FENCELINE
(EXACT COORDINATES TBD)**

Cast out of concrete, the Fireside Circles were designed by D.A. and produced and built by the Department of Public Works to have a gathering place on the open playa for the community around a simple fire. Each Fireside Circle comes with firewood and a shovel that reads on the handle, “You are the Firetender,” an invitation for anyone in the community itself to tend the fire.

Each night, a crewcrew will depart from Moop Map HQ (5:30 Esplanade) and drive around the Playa to each Fireside Circle, and make sure the fire is safely lit. Each day, a crew will inspect each Fireside Circle for trash, MOOP, etc.

The Fireside Crew is a fun way to roll around the open playa with a mission to accomplish.

Do you like to light fires? Come to MOOP Map HQ in the evenings and jump on the crew.

DPW PARADE THURSDAY



photo by John Curley

WE GATHER AT THE DEPOT AT 3, AND ROLL OUT AT 4

It's a helluva time. We get to roll through Black Rock City in all of our glory and bestow the majesty of our presence upon a grateful populace while they shower us in praise and beer. This bit of public theater depends on people thinking we're awesome and that we should be appreciated for what we do. Which leads us to the cardinal rules of the parade:

**1) DON'T BE A DICK TO PARTICIPANTS.
EVEN IF THEY ARE DICKS TO US.**

**2) DON'T PUT ANYBODY IN HARMS WAY.
EVEN IF THEY'RE BEING REAL DUMB.**

Failure to follow the rules may force a suspension from DPW. Over a Parade. Which would be really fucking stupid. Follow the rules.

The DPW Parade is our rolling celebration of all of our hard work and achievements in building Black Rock City. Building, burning, leaving no trace. It's an amazing thing we do...A gift to the citizens of Black Rock. Be proud of who you are— of who we are— and what the DPW as a workforce and community represents.

Our customs may be strange to others, remember to be respectful to yourself and to others when you're shouting at and celebrating. Also: Because we're a super-sexy spectacle, expect that participants are going to take pictures, probably without asking permission first. Get over it. You are rock stars, and it's a parade at Burning Man. Enjoy it. Revel in it. Any memories of the DPW Parade that you can retain are yours to keep forever.

The DPW REDSHIRTS function as the ground crew keeping the Parade line together, directing traffic, guiding us through tight spots, and making sure we have a clear path through the city. They'll also be keeping BRC Participants at a safe distance, and making sure they don't end up on board, in front of, or underneath our vehicles.

The DPW Parade is a motorized chaotic affair, so try and keep your head about you. Show the Parade Drivers and Redshirts respect, they are staying sober so you don't have to. Wanna join the Redshirts? Talk to Leeway and D.A.

DPW PARADE REDSHIRTS

photo by John Curley



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photo by John Curley



COLLEXODUS

COLLEXODUS!!!! HOPES, WISHES AND DREAMS!!

Saturday, Sunday, Monday & Tuesday after the Man burns, you can live the dream and be a part of the team that brings all the happiness and joy to DPW compliments of our friends, the Burners leaving Black Rock City and sharing all of their unused belongings for us to put to good use. Come help unload vehicles and sort all types of goodies. Perhaps you love to stock shelves for hours and days... Come help us Tuesday thru Friday unload into the Saloon in Gerlach for all your Resto enjoyment!

Ask your local Fluffer for more details!



**GRIZZLY
MADAMS
HEAD LEAD**



BURN GARDEN WOOD COLLECTION

BURN GARDEN/ WOOD DONATION STATIONS NOW ONLY AT 5:30 ESPLANADE

The Burn Gardens, metal burn platforms for the burning of wood are now in one location at 5:30 Esplanade across from MOOP Map HQ starting Sunday morning after the Man Burn and ending on Tuesday post-event. Only wood is allowed to be burned. NOT ACCEPTABLE: CARDBOARD, PAPER, COMPOST, RECYCLING, AND TRASH ARE NOT ACCEPTED AT THE BURN GARDENS. Burning toxic and/or synthetic materials such as couches, stuffed furniture, rugs, PVC pipes, etc. is prohibited by law.

Our friendly staff will be on hand to direct participants.

The Burn Gardens are also available for receiving donations of new and unused lumber donations.

BURN GARDEN ATTENDANT RESPONSIBILITIES:

- Oversees and directs the collection of wood donations.
- Oversees and directs the burning of wood by participants.
- No trash, recycling, or compost is allowed in the Burn Platforms.



JOIN THE PLAYA RESTORATION ALL-STAR TEAM! AKA "RESTO!"



MONDAY SEPTEMBER 16TH TO SATURDAY OCTOBER 5TH

Embracing the beauty of the Black Rock Desert while MOOP Sweeping with Playa Restoration is a one of a kind transformative experience. 175 of the best of the Black Rock City community united in a single cause— Leave No Trace!

From Monday, September 16 to Thursday, October 3, we need 200 of Black Rock City's finest to ensure we leave no trace on the Black Rock Desert and Highways while creating the essential MOOP Map (Matter Out of Place Map) and passing the Bureau of Land Management Site Inspection on October 3rd!

Whether you're a seasoned veteran who's mastered the art of Leaving No Trace or a brand spankin' newbie— we want you to join!

THREE WAYS TO JOIN RESTO!

RESTO MAIN SEASON - Full Time Staff are on site from September 16th to October 4th, restoring the playa and making Black Rock City look like it never happened. This includes Moop Sweeps, Special Forces, and Highway Cleanup. This crew is a mix of paid roles (\$15/hour) and volunteers.

EARLY START CREW - Additionally, we have a few paid positions to start Resto as early as September 2nd until the 12th when we clean up and take down the Trash Fence, clean road debris on the Highways, test the event site for MOOP, and jump on the Trash Train! There are paid jobs at \$15/hour, working for the Man.

JUMP-IN VOLUNTEERS are those of you who can only come out for a few days— whether right after the event or later in the Main Season! Your short-term commitment can make a lasting impact!

Apply in person at MOOP Map HQ at 5:30 Esplanade or email

RESTO@BURNINGMAN.ORG

BEYOND BLACK ROCK CITY



The Burning Man Regional Network is the year-round embodiment of the Burning Man experience, supporting it as a global cultural movement. There are over 65 Burning Man regional events happening around the world each year. They each have their own flavor, and their own feel, and are all fantastic experiences not entirely unlike the one we are having out in the Black Rock Desert. Regional events have their own work crews; Burning Flipside has the Shaven Apes... Nowhere has WerkHaus... Kiwiburn has its own Ministry of Public Works. Lots of the folks from those crews have come here and worked DPW. Some of them are even among us right now... If you enjoyed your experience here with the DPW, you might want to check out some other regional events, and maybe even think about joining their work crews. It's an amazing thing we do out here, but it's always great to see how other folks do things, to share and contribute to our larger knowledge base, and to bring everything you've learned back home! Want to know more? Check out <http://regionals.burningman.com> to see what's going on! Get out there in the world! We've got people all over, and there's a hell of a lot going on out there! Check it out, and bring back mad skills!

**THIS EDITION OF THE DPW
HANDBOOK IS DEDICATED TO
THE CREW WE HAVE LOST
SINCE JULY OF 2022.**

COWBOY CARL

CARL BRUKER



IN LOVING MEMORY



HARD HAT

MARK MOREY



IN LOVING MEMORY



HAYSEED

BRETT BEHRENS



IN LOVING MEMORY



JONBOY

JOHN WAGNER



IN LOVING MEMORY



JETFUEL

GLENN L. HEUREUX



IN LOVING MEMORY



LIVINGROOM

JOSEPH JOSHUA LIVERNOIS



IN LOVING MEMORY



JULES

JULI SPARKS



IN LOVING MEMORY



KIRBY ROBERT MCINTOSH

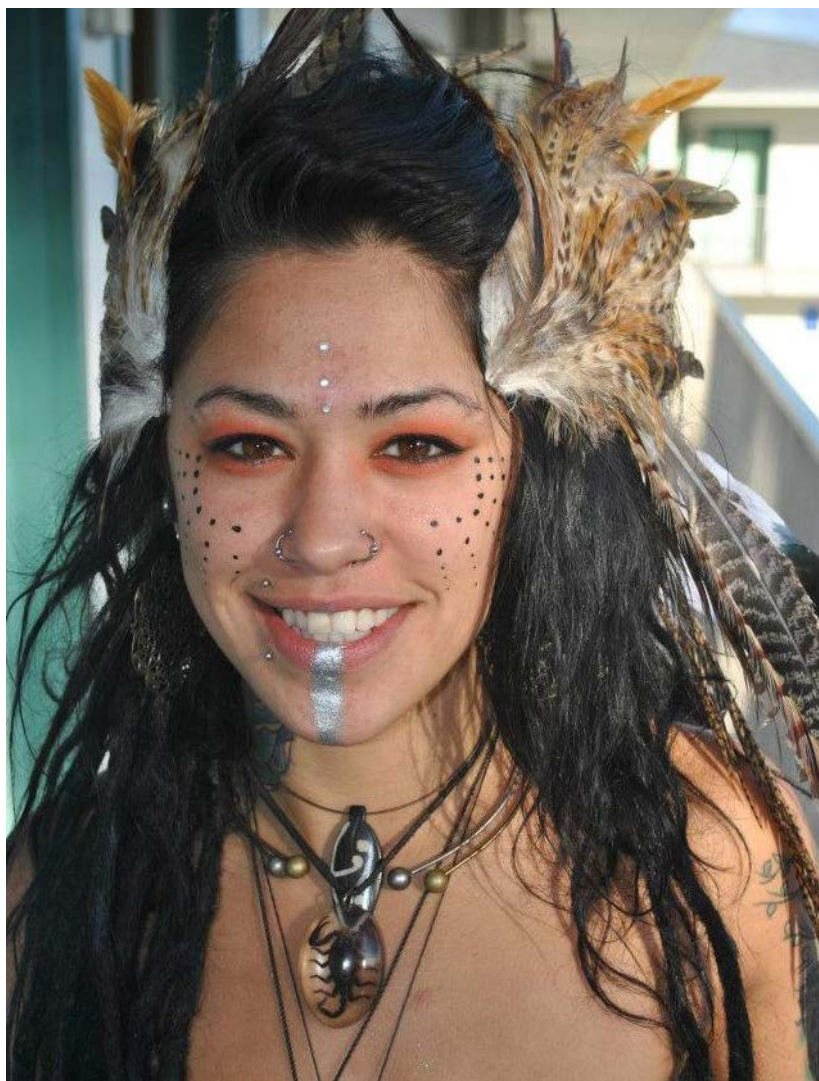


IN LOVING MEMORY



ZOE SECCSUAL

NICOLE LYNN BUENO



IN LOVING MEMORY



SCREWTAPE

GREGG MORGAN



IN LOVING MEMORY



SWEETTHANG

SUSAN BERNOSKY



IN LOVING MEMORY



**OK. HERE WE GO.
BLACK ROCK CITY.
IT'S HAPPENING.
RIGHT NOW.**



**NOW IS YOUR CHANCE.
GO. GET IT.
MAKE IT AMAZING.
MAKE IT COUNT.**

THE OFFICIAL 2024 DPW HANDBOOK



PRODUCER: LEE "LEEWAY" NEWBERRY
EDITOR: ELEA "DUCHESS"
DESIGN: DOMINIC "D.A." TINIO
& HEATHER "PYNECONE" MOHLER

All content by L, D.A., various Burning Man policy makers, and The DPW Council of Darkness. Cover photo & design by Heather "Pynecone" Mohler; 2022 DPW Logo by D.A.

Photo Contributions by John Curley, Chayna Girling, MonkeyBrains, Mr. Klean, Duchess, Cobra Commander, D.A., Stuart Harvey, and many others.

Thank you for being a part of this incredible experience.

...and Thanks, Larry.

DPW.BURNINGMAN.COM



*"Let this thing show you everything it has to offer, and drink it all in.
If you are lucky, you'll never be the same again."*

- Cobra Commander, 2019

