CREDOMUN III

-Equity policy-

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1. Purpose

CREDOMUN III is committed to providing a safe, respectful and inclusive environment in which all participants can engage in debate and conference activities without discrimination, harassment, intimidation or bullying. This equity policy aims to ensure that all delegates and individuals involved in the conference are treated with dignity and respect. It primarily outlines the expected behaviour of delegates and all other individuals involved in the conference, the procedures for addressing policy violations, and the penalties that may be applied.

2. Scope

This policy applies to all CREDOMUN III participants, including but not limited to delegates, members of the Secretariat, committee dais members, volunteers, faculty representatives, and guests. This policy applies for the entire duration of the conference, which includes, but is not limited to sessions, time in between and all interactions between delegates in the context of the conference, be it the committee sessions, WhatsApp, Facebook, Instagram, or any other medium used by the conference. All cases will be treated on the basis of their specifics.

All participants are expected to uphold this policy throughout the conference.

3. Terms of References

The following terms are defined to ensure clarity and the effective implementation of this Equity Policy for everyone involved in the conference.

- ***CREDOMUN III Participants:*** This term is inclusive of all the individuals involved in the conference, including but not limited to the delegates, committee staff, directorate, Credo College Staff, external guests and vendors, institutional representatives (including coaches), equity officers, volunteers, and members of the CREDOMUN III executive council.
- **Consent**: Freely given, informed, and explicit agreement to participate in any activity. It can be withdrawn at any time.
- **Equity Policy**: A conclusive and holistic framework adopted by CREDOMUN III to ensure the equal, fair, just, and safe contribution of all the CREDOMUN III participants regardless of their race, class, gender identity, sex, sexual orientation, religion, ethnicity, caste, etc.
- **Equity Officers**: Refers to the individuals responsible for receiving, assessing, and investigating complaints of equity policy violations and determining appropriate outcomes.
- **Direct Sexual Harassment:** A type of behaviour characterised by unwanted or non-consensual sexual advances, unwelcome physical contact of a sexual nature, or other unwelcome sexual or verbal conduct.
- **Cyber-Harassment:** A form of harassment or bullying carried out through digital means, including platforms such as WhatsApp, Zoom, Email, Instagram, and Facebook. This may include but is not limited to sending hurtful messages, making unwanted advances,

using foul language, creating derogatory/malicious memes and/or posts, etc.
- Courtesy: Behaviour characterised by respect for every CREDOMUN III participant and their protected attributes, regardless of one's personal beliefs, opinions, or affiliations.
- **Quid Pro Quo Sexual Harassment:** Occurs when a person in a position of authority makes, implies or enforces a demand for sexual favours in exchange for a benefit, or threatens an adverse consequence for refusing. In CREDOMUN, this may include linking a delegate's award eligibility, committee standing or access to guidance to the acceptance of unwelcome sexual advances.
- **Hostile Environment:** An environment created by unwelcome conduct, intimidation or harassment that undermines a participant's ability to participate safely and comfortably in conference activities. This may arise from conduct based on a person's sex, gender identity or expression, sexual orientation, race, ethnicity, caste, religion, disability or other protected attribute. It may also involve threats or unfair treatment following the rejection of unwelcome sexual advances.

4. Code of Conduct

All participants are expected to:

1. Treat fellow participants, organisers, staff and guests with courtesy and respect.
2. Respect differences in identity, background, experience, language proficiency and opinion.
3. Maintain professional and appropriate conduct during formal proceedings and informal conference activities.
4. Engage in constructive debate without resorting to personal attacks, discriminatory remarks or intimidation.
5. Respect personal boundaries and obtain consent before engaging in physical contact or sharing another individual's private material.
6. Follow reasonable instructions issued by the Secretariat, committee directors and authorised Equity Team members.
7. Cooperate honestly with equity procedures and refrain from deliberately providing false or misleading information.
8. Report serious misconduct or seek guidance when concerned about a possible violation of this policy.
9. Refrain from retaliation against anyone who raises a concern or participates in an investigation.

Participants are encouraged to recognise that mistakes may occur and to correct inadvertent disrespectful behaviour when it is brought to their attention. However, an apology does not automatically remove the need to address serious misconduct or repeated violations.

5. Prohibited Conduct

CREDOMUN III does not tolerate discrimination, harassment, bullying, intimidation or other conduct that undermines the safety and dignity of its participants. Prohibited conduct includes, but is not limited to, the following:

5.1 Discrimination and derogatory remarks

- Making insulting, demeaning or discriminatory remarks about an individual's gender, sex, ethnicity, race, religion, nationality, disability, socioeconomic background, sexual orientation or other personal characteristics.
- Using slurs, stereotypes or derogatory language to target an individual or group.
- Excluding, humiliating or treating a participant unfairly on discriminatory grounds.
- Making personal attacks based on a delegate's background, institution, language proficiency, appearance or level of experience.

5.2 Harassment and bullying

- Repeatedly targeting, humiliating, threatening or intimidating another participant.
- Engaging in unwanted conduct that makes another individual feel unsafe or unwelcome.
- Pressuring a participant to undertake an activity with which they are uncomfortable.
- Misusing one's authority, seniority or position within the conference to threaten or disadvantage another participant.

5.3 Sexual harassment and inappropriate conduct

- Making unwelcome sexual remarks, jokes, gestures or comments about another person's body or appearance.
- Making repeated unwanted romantic or sexual advances.
- Engaging in unwelcome physical contact.
- Requesting or coercing sexual favours in exchange for awards, opportunities, privileges or other benefits.
- Sharing or displaying sexually explicit material without consent.
- Engaging in any form of sexual assault or other serious misconduct.

Consent must be freely given and may be withdrawn at any time. Silence, lack of resistance or a person's participation in a previous interaction must not be treated as automatic consent.

5.4 Cyber-Harassment and privacy violation

- Sending threatening, abusive, discriminatory or sexually inappropriate messages through conference-related digital channels.
- Cyberstalking, impersonating or persistently contacting an individual after being asked to stop.
- Sharing private messages, photographs, recordings or personal information without appropriate consent.
- Publishing malicious or humiliating content, including edited images or fabricated

content intended to target a participant.
- Doxxing, blackmail or other attempts to intimidate participants through digital platforms.

5.5 Misconduct during debate

CREDOMUN III recognises that disagreement is central to MUN. Delegates are encouraged to challenge arguments, question policies and engage in rigorous debate. However, disagreement must remain focused on the subject matter rather than an individual's personal identity or dignity.

The following are prohibited:

- Personal insults or attacks unrelated to the substance of debate.
- Discriminatory remarks disguised as diplomatic rhetoric.
- Deliberately humiliating or intimidating another delegate.
- Using offensive or unnecessarily graphic language in a manner that targets or harasses participants.
- Disrupting committee proceedings through threatening, abusive or discriminatory behaviour.

Criticism of a country's policies, government actions, political ideology or committee position does not, by itself, constitute an equity violation. The context, wording and manner of the conduct will be considered when assessing a complaint.

6. The Equity Team

The Equity Team shall be responsible for receiving complaints, providing guidance to participants, assessing reported incidents and coordinating appropriate responses.

The team shall aim to operate impartially, respectfully and confidentially. Members must disclose any personal, professional or other conflict of interest that could affect their ability to handle a complaint fairly. Any member with a conflict of interest, or who is the subject of a complaint, must not participate in handling that case.

Where a complaint concerns a member of the Equity Team or a senior member of the Secretariat, it shall be referred to an appropriate uninvolved senior organiser or designated college authority.

The Equity Team may consult the Secretariat or relevant college authorities when necessary, while limiting the disclosure of personal information to what is reasonably required.

7. Complaints: Procedure and Handling

7.1 Raising a complaint

A participant who believes this policy has been breached may approach any member of the Equity Team in person. Complaints may be informal or formal. The participant should be given an opportunity to explain what happened and what support or response they are seeking.

An informal concern may be raised where a participant wants advice, clarification or assistance in addressing a situation without immediately requesting a formal inquiry. A formal complaint requests that the matter be assessed and investigated through the procedure below.

7.2 Initial assessment

The Equity Team will consider the nature of the allegation, whether there may be an immediate safety concern, the participant's wishes and whether the matter falls within the team's authority. It should explain the possible next steps and any limits to confidentiality.

Where necessary, reasonable steps may be taken to reduce contact between the parties or protect a participant from further harm while the complaint is being assessed. Such measures should not be treated as a final finding against any individual.

7.3 Formal inquiry

Where a formal inquiry proceeds, the Equity Team should:

1. Speak with the complainant to obtain a clear account of the incident, including relevant dates, locations, interactions and available evidence.
2. Record the information accurately and discreetly.
3. Give the person complained against a reasonable opportunity to understand the allegation and respond.
4. Speak with relevant witnesses or committee staff where necessary.
5. Consider the information gathered and determine whether a breach of the policy is reasonably supported.

The process should be conducted fairly and without unnecessary delay. Where an incident occurs during a committee session, the Equity Team may need to coordinate with the dais, but sensitive complaint details should not be disclosed to individuals who do not need them.

7.4 Anonymous concerns

A participant may ask to raise a concern without disclosing their identity. Anonymous reports can help the Equity Team identify patterns or take preventive steps. However, anonymity may limit its ability to ask follow-up questions, hear all sides, or establish what occurred. The team must not promise that an anonymous report will always permit a full investigation.

7.5 Confidentiality

Complaints will be handled discreetly, and information will be shared only with individuals who need it to assess, investigate or respond to the matter. Absolute confidentiality cannot be guaranteed where disclosure is necessary for a fair inquiry, immediate safety, institutional referral or other applicable obligations. Participants should not circulate allegations or identifying details publicly.

7.6 Withdrawal of a complaint

A complainant may request to withdraw a complaint before it is resolved. The Equity Team should consider the request and explain its implications. Withdrawal will ordinarily bring the complaint process to an end where appropriate; however, serious safety concerns or institutional requirements may mean that referral or further action remains necessary.

8. Assessment, Resolutions and Penalties

The Equity Team will consider each complaint on its individual circumstances. Relevant factors may include the nature and context of the alleged conduct, the information available, its impact on the complainant, whether similar conduct has occurred before, the wishes of the complainant and any relevant college procedure.

The standard of reasonable suspicion does not require an accuser to prove an allegation beyond reasonable doubt. It requires facts and circumstances that would lead a reasonable person to suspect that a policy violation may have occurred. Any finding or response must nevertheless be based on a fair consideration of the information available, and the person complained against must have a reasonable opportunity to respond.

Where a breach is established, the Equity Team may recommend or impose authorised responses proportionate to the circumstances, including:

- Explaining why a remark or action was inappropriate and directing the participant to stop.
- Issuing a formal warning.
- Requesting an apology where appropriate and voluntary.
- Arranging conciliation where it is suitable, safe and acceptable to those involved.
- Restricting participation in a conference activity or recommending removal from CREDOMUN III in serious cases.
- Referring the matter to the host college or another appropriate authority.

Serious or repeated misconduct may warrant stronger action. Mediation must not be imposed where it may expose a participant to further harm or pressure, particularly in cases involving sexual harassment, coercion or intimidation. The Equity Team must not claim authority to impose penalties or conduct institutional proceedings that fall outside its mandate.

Complaints involving sexual harassment, threats or other serious misconduct must be handled in accordance with the host college's applicable procedures. The Equity Team should explain the available referral route once the college's authorised contact and procedure have been confirmed.

A complaint that cannot be substantiated is not, by itself, evidence that it was deliberately false. Knowingly fabricating a complaint or deliberately providing false information may be addressed separately through an appropriate and fair process.

9. Protection, Implementation and Contact Details

CREDOMUN III prohibits retaliation against complainants, witnesses, and participants who cooperate with an inquiry. Any report of retaliation should be brought to the Equity Team and assessed as a separate concern where appropriate.

The Secretariat is responsible for ensuring that this policy is made available to participants before or during the conference. The Equity Team should be identifiable at the venue, and participants should be informed of where and when they can approach its members in person.

Please note that you may approach the Equity Team if you wish to discuss an issue that has caused you concern, even if you are unsure whether you want to file a formal complaint at that stage.

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