

# ISARMUN 2019



Code of Conduct  
CoC

## Preamble

**H**aving more than 200 delegates, chairs and organisers at this year's IsarMUN, we have to have some rules. These are not only the Rules of Procedure that should guide you along your discussions and sessions in your committees but also some more basic rules regarding general behaviour during the whole Conference, as well as some informative explanations for those of you just starting your MUN journey.

The intention of this code is to provide guidelines for creating a professional and safe environment at Isar Model United Nations (IsarMUN) which supports our educational mission and values for everyone.

Concerns about individual behaviour in committee should first be addressed to the chairs in the committee. They may refer more significant matters, such as sexual harassment or discrimination issues, to the Equity Officers. Organisers and Secretariat may also be contacted directly.

IsarMUN reserves the right to bar violators from further participation and/or restrict future registration for any participant or school unable to uphold their responsibility to the conference's expectations.

## 1. Scope

- a) The Code of Conduct applies throughout the whole time of the conference and during all events that are part of the Isar Model United Nations. This includes but is not limited to: sessions, breaks, socials and the way to and from the locations, as well as the pre-program.
- b) The Code of Conduct applies to all participants of the Isar Model United Nations conference that includes delegates, chairs, press team, academic advisers, staff and secretariat.

## 2. Diplomatic Conduct

- a) Professionalism in speech, actions, and appearance is a requirement for all participants (delegates, head delegates, faculty, delegation leaders, guests, secretariat, staff, and board members).
- b) Treat everyone with the highest level of courtesy and respect at all times, including on social media and in electronic communications.
- c) Enjoy the variety of activities available at our conference venues. Please bear in mind, however, that the purpose of being here is participation in IsarMUN.
- d) Disruption of committee sessions or causing problems in the university or other facilities will not be tolerated.
- e) Alcohol is not allowed in any of our committee sessions. If you are going to drink outside of the sessions, please drink responsibly and only if you have reached the legal age for drinking. (16 for beer and wine, 18 for liquor and hard alcohol). Excessive alcohol consumption should be avoided.
- f) Possession or use of illicit drugs is prohibited at all times. Any issues related to illicit drugs may be directed to the attention of local authorities.
- g) Respect the property of the university and any other facilities used. Keep in mind that our facility partners have separate policies that include the potential for removal from their properties.

## 3. Policy on Sexual Harassment & Discrimination

- a) Sexual harassment or discrimination based on race, gender, sexual orientation, national origin, religion, age, or disability is not acceptable. Such acts are incompatible with IsarMUN's educational mission and are a violation of our Code of Conduct. Violators may be expelled from the conference without compensation. General descriptions of behaviour that may be considered sexual harassment can be found at: <https://sapac.umich.edu/article/63>.

- b) Anyone who believes they have seen or encountered sexual harassment or discrimination should bring it to IsarMUN's attention. We will investigate the merits of the allegations and respond appropriately. Outcomes may include issuing a verbal reprimand, separating individuals from the conference, or any other action deemed appropriate.

## 4. Rules infractions and disciplinary measures

- a) If you feel that any delegate has broken the rules laid down in this Code of Conduct, we kindly ask you to address your chairs or bring the matter directly to the attention of the Equity Officers or the Organising Team.
- b) In case of conflict between two or more participants, the Equity Officer shall mediate and investigate the matter. Part of the mediation can be an invitation to a mediation meeting with both parties and the Equity Officer as a neutral person in order to solve the conflict and reach an amicable agreement. The Equity Officers will take into consideration all relevant factors in reaching their decision, including but not limited to: the circumstance in which the alleged act took place; whether the allegedly offensive act occurred in the context of a debate; the intention of the accused person; the extent and reasonableness of the offence taken; and any relevant issues of culture and/or nationality.
- c) It is upon the discretion of the Equity Officer to determine if the matter might represent a possible breach of the Code of Conduct. If it is determined that a breach has occurred, the Secretariat must be informed immediately. The Equity Officer(s) can give up their responsibility of determining whether a breach has occurred or determining the appropriate consequences anytime if they believe themselves unfit to make the decision or are hindered by a conflict of interest. The responsibility would then automatically fall upon the Organising Team.
- d) In the event that the Equity Officer determines that an accused person has breached the Code of Conduct, he/she will order any such disciplinary action as he/she feels in his/her discretion is appropriate, including but not limited to a formal warning, a demand for a formal apology and in severe cases the expulsion from certain socials and/or from the whole conference.
  - i. In case of refusal or disregard to carry out disciplinary action, the Equity Officer may order the expulsion from the conference.
  - ii. If the Equity Officer sees the expulsion of the participant who is in breach of the Code of Conduct as an adequate measure, the decision shall only be finalized through confirmation from the Organising Team.
  - iii. In case of a participant's expulsion from the conference, the determined person shall not be permitted to participate in any other future IsarMUN conference.

- e) Participants found to be in breach of this Code of Conduct agree to be bound by the decisions of the Equity Officer.

## **5. Safety and Security**

- a) Your personal safety and security are your own responsibility. Take full advantage of this unique opportunity in a responsible manner. Please do not leave your computer, personal electronic devices, valuables or luggage unattended. Refrain from any substance abuse.
- b) In the event of an emergency at the university, please follow the instructions of the conference staff. Emergency preparedness experts recommend having a designated meeting spot and sharing cell phone numbers amongst members of your delegation.
- c) If you are involved in an accident, make sure the accident site is secured and visible. Call the European Emergency number 112. Provide first aid to injured persons. A first aid kit is available from the Organising Team.