



EQUITY POLICY

CET MUN 2025

EQUITY POLICY

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PREAMBLE

I.I. PURPOSE

The College of Engineering, Trivandrum Model United Nations 2025 (CETMUN '25) is committed to providing a Model United Nations experience free from discrimination, harassment, bullying, and vilification which fosters equity, inclusion, and respects social and cultural diversity. The purpose of the Equity Policy of CETMUN '25 is to ensure a safe and amicable deliberation environment for all delegates, Executive Board members, other staff, and observers at CETMUN '25. The Equity Team of CETMUN '25 want to ensure an environment that fosters learning, building connections, and tolerance amongst all social groups. This policy explains the prohibited conduct and the procedure for raising equity complaints guided by equitably just and fair principles to ensure a safe and conducive deliberation environment. Wherever this policy has not prescribed a particular form of punishment for something prohibited or spoken against, or has not adequately addressed some sort of behaviour or misdeed in any manner as interpreted by the Equity Team or Core Committee (comprising of the Secretary-General, Deputy Secretary-General Director-General and Convenor), then punishment and consequences as determined by the Equity Team and the Core Committee will be prescribed as deemed required and considered fit and proper.

I.II. BACKGROUND AND PRINCIPLES

These issues can sometimes be deemed sensitive and contentious. It has long been recognized that intervarsity MUNs should be about the respectful exchange of ideas, in a forum where all participants can feel welcome and are treated with dignity. No participant should be made to feel unwelcome or disrespected by another's words or actions, and equity policies such as this, exist to clearly articulate what sorts of behaviours will not be tolerated, to prevent potential equity violations from arising, and to resolve complaints if they do arise. The Equity Team of CETMUN '25 recognizes that MUNs are turning out to be a competitive sport along with its dimensions of learning. However, equity is not merely a punitive tool, but rather one that ensures that participants at CETMUN '25 feel safe and protected as well as a positive tool for education, e.g. in cases including but not limited to those where remarks are made not with malicious intent but with a lack of familiarity of certain backgrounds, issues or vocabulary. Note, however, that this is secondary to the need for participants to feel safe and welcome, which will always take precedence over other functions of equity policy. Equity is also important for a broader education of what should count as acceptable behaviour and what should not.

PREAMBLE

The Equity Team would encourage participants to anonymously or non-anonymously raise issues when they feel it is necessary for the broader community to be educated even if they do not want an apology or the removal of the offending party.

We also encourage participants to mention any equity concerns about past behaviours of other participants in CETMUN '25 so that The Equity Team can ensure proper action is taken. Additionally, for any complaints that participants wish to raise during CETMUN '25, they can file a complaint via our complaint form available on the committee groups or reach out to any member of the Equity Team.

The purpose of this document is to ensure that the MUN community is a space for every party involved to feel safe and secure; allows the opportunity for one to speak up when they are in a vulnerable position, and that appropriate action can be taken against the perpetrator.

To this end, the Equity policy is brought into effect as a code of conduct, governing all parties to CETMUN '25. It must be noted that ignorance of the Policy is not an excuse for non-adherence / breach of the same.

For the purposes of this policy, the Equity Team for CETMUN '25 comprises Gauri G Thampi and Gauri J heading the team. The contact details of the Equity Officers are attached at the end of this Policy.

By virtue of being a participant (as defined below) at CETMUN '25, assent is held to this Equity Policy. Decisions of the Equity Committee (EC) empowered herein shall be binding on all participants - failure to adhere to the same risk's disqualification and expulsion from CETMUN '25. In the same vein, unless new information pertaining to particular complaints is brought forward, the EC will not entertain appeals to its decision.

SCOPE

II.I. PARTICIPANTS

- This policy applies to all participants at CETMUN '25, including but not limited to:
- Delegates (which in turn includes Reporters)
- Members of the Executive Board (with further guidelines enumerated in Annexure-I)
- Members of the Secretariat
- Members of the Organizing Committee
- Approved Volunteers
- Observers and Other Bystanders
- Members of the Equity Team

II.II. TEMPORAL AND GEOGRAPHIC APPLICATION

This policy applies for the entire duration of CETMUN '25, which includes, but is not limited to:

- During the Model UN in its entirety and committee sessions.
- The time between committee sessions, including breaks.
- During any online/offline formal event organized as part of CETMUN '25.
- During any online/offline social event organized as part of CETMUN '25.
- To any and all interactions between participants on all CETMUN '25-specific social media platforms.
- Any interactions that may occur in the context of CETMUN '25 prior to or subsequent to the dates of the same, may also be taken cognizance of, subject to the ability of the Equity Committee to investigate and make an objective determination of the facts.

This policy applies both to conduct in CETMUN '25-specific platforms (WhatsApp, Discord, Zoom, etc.) and related conduct over social media.

We expect participants to be respectful and follow the code of conduct established by the Organising Committee. In case participants are found to be in violation of the rules and regulations, the case shall be under the jurisdiction of the Equity Team and the Core Committee comprising of the Secretary-General, Deputy Secretary-General Director-General and Convenor.



DEFINITIONS

III.II. DIRECT DISCRIMINATION

Direct discrimination is treating an individual or group less favourably than another individual or group on the basis of a protected attribute in the same circumstances or circumstances that are not materially different.

III.I. BULLYING

Bullying is the unreasonable behaviour by an individual or group, directed towards another individual or group, either physical or psychological in nature, that intimidates, offends, degrades, humiliates, undermines or threatens. This includes pressuring another person or group of people to act in a manner in which they are uncomfortable.

III.III. INTIMIDATION

Intimidation: Threatening behaviour towards any individual who is part of CETMUN '25 (including volunteers and support staff) in the nature of heckling, yelling, harassing, threatening, acting in a physically or verbally aggressive fashion, degrading public or private tirades, deliberate insults related to a participant's person, identity or competence, threatening or insulting comments, whether oral or written (including by e-mail or any form of social media), deliberate desecration of religious and/or national symbols.

III.IV. HARASSMENT

Harassment is any unwelcome, offensive, abusive, belittling or threatening behaviour that humiliates, offends or intimidates an individual or group on the basis of a protected attribute.

III.V. SEXUAL HARASSMENT

Sexual harassment has a specific meaning as any unwelcome sexual advance, request for sexual favours or any other unwelcome conduct of a sexual nature that humiliates, offends or intimidates a person or which a reasonable person, having regard to all the circumstances, would anticipate making the person humiliated, offended or intimidated. Any contact, speech, allusion or inference of a nature deemed as inappropriate or sexual in nature by the Equity Committee and the Core Committee, provided it is against a person yet to reach legal age (in other words, a minor) is considered sexual harassment, and that too against a minor, thereby making the proceedings further liable to criminal action and other such statutory, legal and other relevant provisions as is followed and/or espoused by the State of Kerala and the Country of India.



DEFINITIONS

III.VI. VICTIMISATION

Victimisation is to cause detriment to a person because that person has made a complaint of discrimination or taken part in complaints proceedings.

III.VII. VILIFICATION

Vilification is the public incitement of hatred, contempt or severe ridicule of another individual or group on the basis of a protected attribute.



PROTECTED ASPECTS

It is important to note that different individuals experience different barriers to successfully engaging with event. It is a violation of this Equity Policy to treat individuals differently on the basis of differences in one or more of the protected attributes below. This treatment could include, but is not limited to, any of the prohibited behaviours above. This policy prohibits any participant or group of participants from bullying another participant or group of participants. The use of offensive language that perpetuates stereotypes and the casual or insensitive use of potentially triggering language (particularly including the language of violence or sexual assault) is also expressly prohibited. It is important to bear in mind that when making in-jokes or engaging in friendly teasing and banter, this is done in such a way that no individual in earshot is injured.

SEXUAL INTERACTIONS AND POSITIVE CONSENT

There may be no such interaction, be it romantic, sexual, positive or otherwise in or in the premises of the campus of the College of Engineering, Trivandrum with the same being enforced strictly. Any interaction outside the campus without positive consent and/or affecting the working of the committee session may be brought to the attention of the Equity Team. Positive consent must be affirmative, unambiguous, conscious, voluntary, continuous, and enthusiastic; and can only be given by someone who has attained the legal age of consent i.e., 18 years of age. Participants are required to seek positive consent when engaging in any conduct of a sexual or potentially sexual nature, including but not limited to sexual intercourse, physical intimacy, flirting, making sexual jokes, or suggestive bodily contact (e.g., dancing).

A failure to acquire positive consent will be a breach of this Policy and may constitute sexual harassment. Positive consent requires a person to actively affirm that other parties in any physical, sexual or romantic interaction are freely and voluntarily agreeing to what is occurring.

All parties should enquire as to what other people are feeling (e.g., "are you ok with this?" "Are we going too fast?"). If you cannot determine the consent of the parties involved, you should not be in physical, sexual or romantic interaction with them.

Additionally, consent can be withdrawn at any time, and the consent to one interaction (e.g., flirting) does not mean consent to further interactions (e.g., kissing, physical intimacy or sexual intercourse).

CETMUN '25 is open to school students as well, in order to encourage and promote debate, diplomacy and networking opportunities for even young adults who are yet to reach the age of majority (MINORS), which is to be particularly noted by all participants. In the event that there is even an actual sexual interaction of any kind, or even an attempt to do so with a minor, even if it is stated to be done willingly, strict action will be taken against the offending person, with them being liable to criminal and legal action being taken against them by CETMUN '25 and CET.

In the event of any such breach or discontentment under this section, even a bystander or an unrelated person must inform the Equity Team the same immediately.

CODE OF CONDUCT

VI.I. LANGUAGE GUIDELINES

Delegates and executive board members must treat each other and the executive board members with respect by:

- Respecting the rules of the competition.
- Refraining from disrupting or distracting other delegates and executive board members, whether through words, sounds or conduct.
- Refraining from insulting or non-constructive commentary on speeches or speakers.

To ensure that CETMUN '25 is inclusive to the maximum possible extent, every participant must showcase sensitivity and consideration while interacting with others, which includes using appropriate language while discussing sensitive issues. While we recognize and understand that achieving such inclusiveness involves not just good will but also a fair amount of learning, we encourage participants to work towards this end by learning on their own and from each other. A few guidelines have been provided below for the reference of participants.

(A) GENERALISATIONS

Avoid generalisations on the basis of protected attributes when referring to groups of people. Generalisations may be offensive to both adjudicators as well as other speakers and/or observers of the committee session. As a general principle, phrase everything as if you are talking about someone in the room. If you feel that what you say might offend them, rephrase it.

(B) GRAPHIC LANGUAGE

Using vivid or graphic language to illustrate the impact or truth of your argument or speech is often accidental, and not usually intended in MUNs. However, we urge participants to be particularly considerate in their choice of language, especially since aggressive rhetoric may be traumatic for other participants. We especially urge speakers to think about language when motions involve bodily integrity, minority cultures, class, war, gender and sexuality issues. Unnecessary graphic descriptions of traumatic events run the risk of violating this policy and should be avoided.



CODE OF CONDUCT

VI.I. LANGUAGE GUIDELINES

(C) PERSONAL ATTACKS

Stating that a person does not have the appropriate background to have a valid argument in the scenario (i.e., “what do you know about policy X, you are from Y!”) is always of no argumentative value. That is also the case for personal attacks (i.e., “people like you shouldn’t even be saying things like X because you’re Y”). Such statements do not address the content of an argument, nor do they address its logical structure. Such conduct may traumatize a person since you are referring to their background and/or other attributes as holding relevance to their chances of influencing the committee with their speech.

(D) SLURS/RECLAIMED LANGUAGE

A slur is a term designated to insult others on the basis of certain protected attributes, such as race, ethnicity, sexuality, etc. The use of slurs, epithets, derogatory and insulting terms are not allowed. Moreover, the use of slang is context specific, and all participants are advised to exercise extreme caution while using them. This policy recognises that certain derogatory words may have been reclaimed by members of that community (such as f*g, the n* slur, etc.). This does not make the usage of these words by members of other communities appropriate. In order to ensure sensitivity, this policy prohibits the usage of such reclaimed terms during CETMUN ’25, as communities are not cohesive in their usage of such language and its usage is offensive and derogatory.

VI.II. GENDER NEUTRAL LANGUAGE AND GENDER PRONOUN POLICY

CETMUN ’25 will be encouraging a policy of non-gendered language. In Model UNs, it is common practice to use third-person language, and the same will be encouraged in CETMUN ’25 too. All participants are encouraged to use gender-neutral language, with phrases such as “the previous speaker,” “members of the Executive Board,” “the respected delegate,” etc, instead of “Madam/Mister/ Madam Speaker/Mister Chair.”

When asking points of information, kindly refrain from adding any gendered prefix (Sir/Ma’am, followed by question) prior to asking your question.

CODE OF CONDUCT

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When asking points of information, kindly refrain from adding any gendered prefix (Sir/Ma'am, followed by question) prior to asking your question.

At all instances, participants are encouraged to use the gender-neutral pronoun "they," unless specific consent/knowledge exists as to the preferred pronoun of the individual you are addressing. Kindly refrain from presuming the gender of any participant. Should you misgender anyone accidentally, immediately apologize and move on with your speech or conversation. Intentionally misgendering as well as deliberately mocking the importance of using respectful language to address each other will be seen as an act of degrading a person's or a group's identity, thereby violating the Equity Policy.

VI.III. HECKLING

Heckling during a delegates speech may take several forms, including but not limited to repeatedly speaking during another delegate's, executive board members or concerned individuals speeches, advisories or other similarly important declamations, asking for Point of Information(s) (hereafter POI(s)) or claiming Point of Order(s) (hereafter POO(s)) out of turn, or which has the effect of distracting a delegate/relevant speaker. Executive board members are entitled to take ad hoc action to preserve the sanctity of CETMUN '25 and its sessions when they believe a delegate/similar speaker is guilty of heckling such as reprimanding/warning the delegate/similar speaker guilty of it after a speech is done.

VI.IV. MISUSE OF TECHNOLOGY

A) DISRUPTIVE USE OF TECHNOLOGY:

Delegates are not allowed to use the internet during committee sessions unless they have been provided explicit permission to do so by the Executive Board. Delegates may use electronic devices, though they may only access the same for previously written speeches on applications like MS Word, Notepad, etc., that do not require the internet for its use. Any instance of plagiarism in any speech, note, chit or otherwise will be dealt with severely.

CODE OF CONDUCT

B) MISUSE OF THE CHAT:

Everything that is written online can suddenly reappear or be read at a later point in time. Therefore, we ask you to not say offensive or overly negative things within the committee WhatsApp group/other similar CETMUN '25 official chats. Violations of this will be treated similarly as bullying, direct discrimination, unwanted (sexual) advances and other forms of prohibited behaviour as mentioned above. This applies to both public chats as well as private chats when people would report these.

C) POST-SESSION AND POST-CONFERENCE SOCIALISING:

Similar to real life, post-session and post-conference socialising can often include alcohol and people chatting together outside the CET Campus and its vicinity. Note that the Equity Policy still applies to these situations. Harassment post-competition will be taken seriously, including sending unsolicited messages to other participants.

All of these guidelines apply equally to all text or video messaging applications used for CETMUN '25. Please be respectful of all participants while communicating with them on the text or voice channels at all times. All conversations on the CETMUN '25 Official WhatsApp groups are a part of the Equity Committee's Suo Moto jurisdiction.



COMPLAINTS – PROCEDURE AND HANDLING

VII.I. RAISING AN EQUITY COMPLAINT

If a participant, Executive Board member (notwithstanding and subject to Annexure I), Organising Team member, observer or other bystander feels that there has been a breach of this policy, they may raise the matter with any member of the Equity Team. All complaints are treated as confidential, and due regard will be given to the complainant's wish as to whether or not a complaint is investigated further. Individuals may raise the following kinds of complaints:

1. Informal Complaint
2. Formal Complaint
3. Anonymous Complaint
4. *Suo moto cognizance*

VII.II. PROCEDURE TO BE FOLLOWED FOR EACH COMPLAINT:

VII.II.I. INFORMAL COMPLAINT:

An informal complaint is one that does not entail formal responses of investigation, mediation, etc. An individual may approach the Equity Committee in the event of a breach that they do not want investigated but wish that the Equity Committee is aware of. Such complaints may entail general warnings or such ad hoc actions that are deemed appropriate by the Equity Committee. They may be used to garner advice from the Equity Team in a situation where the participant is unsure if a violation has occurred, and to seek guidance for the procedure to be followed. The Equity team will work with the person who has raised such a complaint in order to solve any queries.

VII.II.II. FORMAL COMPLAINT:

A formal complaint is one where an individual seeks a specific relief from the Equity Committee which it may grant under Section (§) VII. Where the facts are undisputed by the accused, the Equity Team will make a finding based on the available facts and act under § VII.III.

ii. Where the accused disputes the facts, the Equity Team shall take the following steps:

COMPLAINTS – PROCEDURE AND HANDLING

VII.II. II. I. GENERAL FORMAL COMPLAINTS

- i. In order for a formal complaint to be lodged, the individual must state the name of the accused, the accusation, the facts based on which the accusation is made, and the relief sought (if any in particular).
- ii. All formal complaints may be made orally or in writing, except where the allegation is pertaining to sexual misconduct, the procedure for which is stated in § VII. II. II.. Complaints can be withdrawn at any time, ending any investigations into them.
- iii. The members of the Equity Team will solely conduct the investigation. Assistance from members outside of the Equity Team will only be sought after seeking express permission from the complainant.
- iv. Before any action is taken based on a formal complaint, the person accused will be heard by the Equity Team.
 - Where the facts are undisputed by the accused, the Equity Team will make a finding based on the available facts and act under § VII.III.
 - Where the accused disputes the facts, the Equity Team shall take the following steps:

A. With the permission of the complainant, the Equity Team shall facilitate mediation between the Parties.

B. Where the complainant is unwilling to mediate, or the process of mediation does not yield a resolution suitable to the complainant, the Equity Team shall:

- i. Conduct a hearing (recorded in writing) with the complainant to obtain full details of the incident.
- ii. Conduct a hearing (recorded in writing) with the offending participant to hear their side of the story.
- iii. Conduct a hearing (recorded in writing) with any other participant(s) as required by the circumstances. It must be noted that the Equity Team will conduct investigations only after a round is complete.

Following the investigation, the Equity Team will determine whether or not a breach of this policy has occurred. At minimum, two members of the Equity Team shall undertake this process, although additional members may also be involved as required.

- v. Members of the Equity Team will recuse themselves from investigating and handling complaints that are made against them personally, or where a conflict of interest arises (for example, if they have a close personal relationship with one of the parties).



COMPLAINTS – PROCEDURE AND HANDLING

VII.II. II. FORMAL COMPLAINTS IN RELATION TO SEXUAL MISCONDUCT

Incidents regarding sexual misconduct are of a sensitive nature and the Equity Team may not possess the investigative range that is necessary to provide a satisfactory resolution to the dispute. Therefore, a different procedure will be followed in this respect:

- i. In the event of a formal complaint in relation to sexual misconduct, the complainant will be required to submit a written statement containing the facts based on which the allegation is made.
- ii. With the consent of the complainant, the Equity Team shall inform the accused that an allegation has been made. It must be noted that without informing the accused, the complaint cannot be progressed and accordingly, the relief cannot be granted.
- iii. If the accused disputes the facts asserted by the complainant, the accused will be required to furnish a written statement in their defence, which shall be submitted within one hour of being notified of the complaint. The statement of the accused is a mandatory requirement, in the absence of which, the Equity Team will adjudicate based solely on the written statement of the complainant.
- iv. Any interaction of a physical or sexual nature that occurs when either party has consumed any substances capable of impairing their judgment (including but not limited to recreational drugs, alcohol, etc.) must be consensual. In the event of a complaint to the Committee falling under this description, the Equity Team shall presume the absence of positive consent. Any and all investigation (as enumerated in § VII.II.II.I. iv. b. above) by the Equity Team will be limited to ascertaining whether substances were consumed by either party.

In the event that the accused admits that they were aware or had reason to believe that substances had been consumed by either party, consequences as listed in § VII.III. shall follow.

In the event that the accused denies consumption of any substances by either party, the burden of proving absence of substances lies on the accused.

- v. In the event that the complainant states that there is a power imbalance between the accused and the complainant (for e.g.: the accused is the President of their Society), the investigation (as enumerated in § VII.II.II.I. iv. b. above) of the Equity Team shall primarily be to ascertain whether such a power imbalance exists. If the same is established, the burden of proving that they are innocent of the breach of which they are accused shall lie on the accused themselves. This provision is included keeping in mind that persons victimized by persons who are in a position of power may not possess the social capital to prove the breach.

COMPLAINTS – PROCEDURE AND HANDLING

VII.II.III. ANONYMOUS COMPLAINTS:

In order to accommodate the possibility that certain complainants may not be comfortable revealing their identities while filing complaints, a procedure has been devised to allow them to register complaints anonymously. In such a situation, the complainant is required to appoint a Point of Contact who will be able to communicate with the Equity Team on their behalf. This Point of Contact can reach out to the team using any of the methods available to the participants. The complaint will then be resolved in keeping with the procedures outlined for all other complaints, with the Point of Contact being involved at every step to represent the complainant's perspective and relay any required testimonies on their behalf.

VII.II. IV. SUO MOTO COGNIZANCE:

If a violation of Equity standards at CETMUN '25 comes to the notice/is brought to the notice of the Equity Committee they may choose to take cognizance of the same and act on it like it is a formal/informal complaint.

VII.III. RESOLUTION MECHANISMS AND PENALTIES:

While resolving the dispute or imposing the penalties, the Equity Team shall have due regard to the relief sought by the complainant but may not be limited to the same or obliged to grant the same in case a breach is found.

i. If, following the investigation of the Equity Team, a breach of this policy is found to have occurred, the Equity Team may, entirely in its discretion, do any/all of the following:

- (a) Explain the complaint to the offending participant and have a discussion with them about why their remark or action was inappropriate.
- (b) Issue a warning to the offending participant.
- (c) Request that the offending participant provide an apology.
- (d) Bring the relevant participants together to conciliate the dispute.

ii. In serious cases, the Equity Team may work with the Core Committee and/or Secretariat to take further action, which may include:

- (a) Barring from any formal or informal event organised by CETMUN '25
- (b) Expulsion from CETMUN '25
- (c) Blacklisting of the delegate and/or delegation from future editions of CETMUN
- (d) Approaching the university administration of the guilty party with the complainant and
- (e) Legal recourse

COMPLAINTS – PROCEDURE AND HANDLING

iii. In determining the appropriate resolution mechanism, the Equity Team shall regard factors including, but not limited to:

- (a) The context of the offence
- (b) The wishes of the victim, including the impact or impact on them
- (c) The position of the complainant in society and whether they suffer from patterns of disadvantage or belong to a group that suffers from such patterns of disadvantage.
- (d) Whether the violation that has occurred is part of an ongoing pattern of behaviour
- (e) The application of any relevant laws.

STRIKE SYSTEM

At most competitions and hopefully at this one too, participants do not commit major equity violations. However, disruptions or minor violations can be common and can occur regularly. These disruptions can still disturb the competition and make it run less smoothly.

A strike system will therefore be used so the Equity Team can keep a track of smaller disruptions that occur. After three (3) reports / incidents, a speaker, team or judge can be banned from the competition or be made ineligible for the break. The Equity Team operates on a good-faith basis and understands that the first disruption or minor violation could be a genuine mistake or oversight which is why there will be 3 strikes. The strike system is in place to ensure that smaller offences, which are difficult to measure, are dealt with effectively. However, we stress that talking to the individual(s) is important before submitting an equity complaint if possible. These minor issues could include but are not limited to treating OC unkindly, talking through speeches and entering restricted areas. Decisions of the Equity Panel are final and binding and are usually outside the ambit of interference of the Secretariat, except in extraordinary circumstances as agreed upon unanimously by the Core Committee.

CONTACT DETAILS

Please note that you can approach any individual member or members of the Equity Team if you wish to discuss an issue that has caused you concern, even if you are not sure if you want to file a formal complaint at that stage. Heads of the Equity Team can be reached on their numbers and e-mails listed below:

GAURI G THAMPI - +91 8590386606 | gaurigthampi@gmail.com
GAURI J - +91 9061214719 | gaurijkjay@gmail.com

ACKNOWLEDGMENTS

We at CETMUN '25, and I, the Secretary-General, thank the equity policy documents of CETMUN'24, RMLBPD Pre-WUDC 2023 and by way Shri Ram Pre-ABP 2023 and SRDF'23 which were also referred to while drafting the same.

ANNEXURE - I | EXECUTIVE BOARD REGULATIONS

The primary objective of CETMUN '25 is to foster an environment that promotes fairness, impartiality, and professionalism among all participants. Executive Board members are held to higher standards of excellence and behaviour, for they are considered role models among delegates after all.

I. DEFINITIONS

The scope of these regulations is as defined under § II of the CETMUN '25 Equity Policy (hereafter referred to as 'the Equity Policy'). Unless the context indicates otherwise, and with the approval of the Equity Team and the Core Committee, these regulations will not apply in circumstances not applicable as under § II of the Equity Policy.

II. PROHIBITION ON INAPPROPRIATE CONDUCT

Any conduct as is defined as inappropriate, unruly, unwarranted or untoward by the Equity Policy, including but not limited to discriminatory behaviour, harassment, or undue familiarity comes under inappropriate conduct. Executive Board members must maintain a high standard of professionalism and integrity at all times.

III. UNDUE INFLUENCE

- a. Undue Influence refers to any attempt, whether direct or indirect, to manipulate or coerce delegates, either through or pressure, promises of preferential treatment, or any other means that may compromise the delegate's ability to participate objectively and independently in the proceedings of CETMUN '25.
- b. No member of the Executive Board shall engage in any conduct that unduly influences a delegate's decision making process, or actions during the conference. This includes, but is not limited to, providing confidential information, offering special treatment, or exerting pressure that may compromise the delegate's autonomy.
- c. In cases of declared conflicts, the Equity Team holds the right to take appropriate measures to ensure fairness and impartiality. Any Executive Board member found guilty will face disciplinary action, including but not limited to reassigning responsibilities or recusal from relevant matters.

ANNEXURE - I | EXECUTIVE BOARD REGULATIONS

IV. FAVOURITISM OR THE PREFERENTIAL TREATMENT OF DELEGATES

- a. Preferential treatment or favouritism refers to differential treatment of one delegate or delegation over others resulting in an imbalance of opportunities and advantages.
- b. Sharing confidential details regarding the proceedings, delegate positions, or internal discussions with unauthorised individuals or using confidential information for personal gain or to influence outcomes unfairly is strictly condemned and punishable.
- c. No member of the Executive board shall exhibit any bias that may impact the fair and equitable participation of all delegates and prevents all delegates from having equal access to information, resources, and opportunities throughout the Model United Nations proceedings. All decisions made by the Executive Board shall be based on merit, adherence to rules, and the pursuit of the objectives of the event. Any Executive Board member found to engage in favouritism will be subject to disciplinary action, as outlined in § III (c) of this Regulation.

V. HARASSMENT

- a. Harassment is any unwelcome, offensive, abusive, belittling or threatening behaviour that humiliates, offends or intimidates an individual or group on the basis of a protected attribute. All conference participants are expected to be respectful of others. Harassment in any form will not be tolerated, the nature of which includes, but not limited to, discrimination on the basis of, but not limited to, race, national origin, ethnicity, colour, religion, sex, age, mental and physical disabilities, socio-economic status, gender identity, gender expression, and sexual orientation.
- b. All Executive Board members must refrain from harassment and discrimination through any medium. This includes but is not limited to in-person interactions such as speech, gestures, sounds, touching, etc., digital mediums such as social media, text messages, email, phone calls, etc., written mediums used during the conference and conference-related events such as notes, written speeches, directives, Zoom Chat, etc.
- c. The CETMUN '25 Equity Team reserves the right to determine what constitutes harassment and/or inappropriate behaviour toward any individual and/or group and take necessary actions as the situation demands.

ANNEXURE - I | EXECUTIVE BOARD
REGULATIONS

VI. SEXUAL HARASSMENT

For the purposes of these regulations, Sexual Harassment shall be defined the same as § III.V. of the Equity Policy.



ANNEXURE - I | EXECUTIVE BOARD REGULATIONS (CONTD.)

- a. The Secretariat's decision is final. Kindly refrain from reaching out to the members individually for personal feedback. The selection has been conducted considering both the round 1 application and the round 2 interview to determine the best suited to the committee and position concerned.
- b. The remuneration agreed to by the organisers of CETMUN '25 in consultation with the Executive Board shall stand as final and binding.
- c. Recognizing the inherent power dynamics within the MUN setting, any exploitation of power by an Executive Board member for the purpose of sexual harassment is strictly condemned. Unwelcome suggestive or indecent comments about one's appearance, Nonconsensual sexual contact and/or behaviour by the Executive Board exploiting the power and authority so granted are a few examples of what constitutes sexual harassment.
- d. Recognizing the inherent power dynamics within the MUN setting, any exploitation of power by an Executive Board member for the purpose of sexual harassment is strictly condemned. Unwelcome suggestive or indecent comments about one's appearance, Nonconsensual sexual contact and/or behaviour by the Executive Board exploiting the power and authority so granted are a few examples of what constitutes sexual harassment.
- e. Reported incidents of harassment will be thoroughly investigated and the Secretariat reserves the right to take any action it deems necessary. For the purpose of handling complaints, the procedure will be undertaken as per § VII of the Equity Policy of CETMUN '25.

