



SISMUNC Delegate & Equity Board Code of Conduct

I. Core Principles

All SISMUNC delegates are expected to uphold the highest standards of **Respect, Integrity, and Professionalism** while representing the club at any internal or external conference. This Code applies to all delegate interactions, whether in-person, online, or via any form of electronic communication (including social media). Safety and equity for all members, especially newcomers, are the non-negotiable foundations of our club.

II. Prohibited Conduct (Zero-Tolerance Policy)

The following actions constitute severe breaches of this Code and will result in immediate disciplinary action, up to and including removal from the delegation, permanent ban from SISMUNC, and referral to the school administration.

A. Harassment and Discrimination

1. **Harassment:** Any unwelcome conduct that creates an intimidating, hostile, or offensive environment. This includes, but is not limited to, sexual harassment (unwanted sexual advances, requests for sexual favors), verbal abuse, or cyber-harassment/bullying.
2. **Discrimination:** Behavior based on a person's protected characteristics, including but not limited to: race, religion, sex, sexual orientation, gender identity, national origin, age, or disability.

B. Personal Misconduct and Safety

1. **Abuse of Power/Bias:** Using a position of authority (e.g., as a Head Delegate or senior delegate) to coerce, manipulate, or unfairly influence any other delegate. This specifically includes showing bias in committee assignments or mentoring.

2. **Inappropriate Contact:** Engaging in any non-consensual physical contact or violation of personal boundaries.
3. **Privacy Violation:** Sharing private or confidential information (including photos or personal stories) without explicit, informed consent.
4. **Pedophilic Activity:** Any action, communication, or intent related to pedophilia is strictly prohibited and will result in immediate dismissal, reporting to law enforcement, and school administration.

C. Academic and Professional Misconduct

1. **Cheating/Plagiarism:** Representing another's work or ideas as one's own.
2. **Disruption:** Behavior that consistently and intentionally disrupts committee proceedings or conference events.

III. Reporting and Accountability

A. Initial Reporting and Investigation

1. **Reporting Mechanism:** Delegates who witness or experience a violation of this Code must immediately contact a SISMUNC Campus Ambassador for external conferences or a member of the **Equity Board (EB)** through the designated confidential channel.
2. **Formal Report Receipt:** All reports are officially received by the **Director of Internal Management (DIM)**, who manages the SB's investigation, compiles all evidence, and drafts a formal Case Report.

B. The SISMUNC Equity Chain of Command

Disciplinary action and advocacy are executed through a strict chain of command to ensure proper oversight and support for the delegate.

1. **Vice President (VP):** The VP receives the DIM's Case Report and determines the case's urgency and importance. The VP will resolve minor and moderate breaches directly.
2. **President (Pres):** The VP will escalate severe, high-profile breaches to the President, who then becomes the ultimate authority for those major cases.
3. **Teacher Representative:** Any decision involving a drastic action (such as withdrawing the delegation from a conference or the expulsion of a club member) requires mandatory sign-off from the Teacher Representative to serve as the institutional buffer.
4. **Club Advisor (Senior EB Member):** The Club Advisor acts as the final point of oversight. They will provide explicit help to break any deadlock among the student leaders (Pres, VP, DIM). ALL final decisions regarding major disciplinary or advocacy action must be signed off by the Advisor before being enacted.

IV. Allegation Investigation Protocol

This protocol applies specifically to **severe equity complaints** (e.g., harassment, discrimination) made against any Club Member or Club Panel Holder. The objective is to maintain **absolute neutrality** and **victim protection**.

1. **Immediate Action & Forced Leave:** Upon receipt of a formal complaint by the DIM, the DIM and the Teacher Representative must immediately notify the accused member or panel holder and place them on **forced leave** from all club activities (including meetings, workshops, and official communication) for the entire duration of the investigation.
 - *Note:* Forced leave is a mandatory procedural step to ensure the integrity of the investigation and is not an admission of guilt.
2. **Independent Review Body (IRB):** The Teacher Representative shall immediately appoint a three-person **IRB**, composed of neutral active members or alumni who are not on the current Secretariat Board and have no known bias toward the parties involved. The IRB is responsible solely for the unbiased fact-finding process.
3. **Victim Confidentiality:** The victim's identity shall remain **confidential under all circumstances** and will not be disclosed to the accused member, the IRB, or the general club membership. Only the DIM and the Teacher Representative will have access to the victim's identity.
4. **Final Ruling and Transparency:**
 - The IRB submits its findings (guilty/not guilty) to the President and the Club Advisor.
 - If the accused member is found **guilty** of the allegation, they shall be subject to **mandatory immediate removal** from the SISMUNC club.
 - The SB, with the final sign-off of the Club Advisor, will publicly publish the investigation report summary (redacted to protect the victim's identity) if deemed necessary to maintain club transparency and integrity.

V. Commitment Statement

By joining the SISMUNC delegation and attending any conference, I affirm that I have read, understood, and agreed to abide by the SISMUNC Delegate Code of Conduct. I understand that failure to comply may result in disciplinary action up to and including removal from the club and notification to my parents/guardians and the school administration. I acknowledge and trust the SISMUNC Equity Board and Chain of Command to advocate fiercely on my behalf.