



CONMUN 2023 Code of Conduct

The forthcoming Code of Conduct will serve as a pillar in Concordia Model United Nations' (CONMUN) mission to create inclusive and professional environments through which participants can develop their diplomacy skills, collaboration, and public speaking. We hope delegates take clear note of the various points made within this document and can thus help us develop our mission further.

Preamble

1. All participants of CONMUN 2023, as well as all staff members are bound by the regulations and disciplinary procedures laid out herewith. We expect all those involved in CONMUN 2023 to work to create a safe environment, and to follow these guidelines at all times during the conference - within committees, social events, and any other instances related to the organization. We thank all participating individuals for their commitment to our mission, and to creating a positive environment at CONMUN 2023.
2. All delegates and delegations are expected and encouraged to read through the Code of Conduct prior to attending CONMUN 2023. It is the responsibility of individuals and teams to behave accordingly throughout the conference, and there may be consequences (in accordance with Section 10) to entire delegations if there is a breach of the Code of Conduct. Staff members will be briefed on and expected to follow the Code of Conduct as well, as they are also beholden to the stipulations herewith.



3. If you have any questions concerning the Code of Conduct, please contact ourBoth will be available at any point during and before the conference to discuss and process any questions, concerns, or complaints referent to the Code of Conduct guidelines. If you would prefer to contact them anonymously, please refer to the reporting guidelines in Section (5e)of the Code.

Guidelines

4. Pursuant to our mission, the organization heavily condemns any instances of discrimination, harassment, and/or bullying in any form. Any events that could be classified as such are expressly prohibited by the organization, and further action may be taken depending on the circumstances. Disciplinary action will be further discussed in the following section of the Code of Conduct.
 - a. Discrimination based on religious affiliation, sexual orientation, gender identity, national origin, ethnic background, skin colour, mental or physical capability, or other such attributes is prohibited. Discrimination may take the form of, but is not limited to, the following;
 - i. Exclusion or isolation of a participant;
 - ii. Any of the above attributes as a consideration for committee participation and awards;
 - iii. Any of the above attributes as a consideration for staff positions and changes to employment status under the organization;
 - iv. Active harassment as determined in a subsequent section;





- b. Harassment can take physical and virtual forms, and may take the form of, but is not limited to, the following;
- i. Sexual Violence refers to the plethora of comments and actions that may exclude, threaten, traumatize, and otherwise offend any participant or staff member of CONMUN 2023. These instances may take the form of, but are not limited to, the following;
 - 1. Unwanted and/or unprompted sexual comments
 - 2. Unwanted and/or unprompted sexual actions
 - 3. These may refer to single instances, but may also refer to continuous instances which were previously not reported (no limitations on when and how these may take shape)
 - ii. Other forms of harassment may take the form of, but are not limited to, the following;
 - 1. Cyberbullying (read further in (3.c.))
 - 2. Mental and physical abuse
 - 3. Aggressive, violent, or otherwise disruptive behavior
 - 4. Derogatory remarks based on any of the attributes listed in(3.a.)
 - 5. These may refer to single instances, but may also refer to continuous instances which were previously not reported (there is no limitation on when and how these may take shape)
- c. Bullying is of particular concern through the virtual environment of CONMUN 2023. With that said, the organization expressly condemns bullying and continuous instances of harassment and abuse which may appear through





the length of the conference. While this term may be more vague, delegates can rest assured that any allegations of bullying will be taken as seriously as any other instances of discrimination and harassment.

5. Besides these general behavioral guidelines, all participants and staff members are expected to behave professionally, respectfully, and in accordance with all local legal stipulations;
 - a. Intoxication via alcohol or any other substance is prohibited throughout committee sessions. Substance consumption at the social event should be done mindfully and in accordance with local legal stipulations in your home municipality.
 - b. The brandishing of weapons in any capacity is also prohibited at any events related to CONMUN 2023. The usage of props for committee purposes will be preceded by a trigger warning if necessary, in order to ensure the safety of all participants and staff.
 - c. Disruptions of committee sessions, as well as harassment/discrimination/bullying directed at staff or Secretariat will not be tolerated at any point. Delegates must comport themselves in conversations and interactions with staff in the same positive manner as they do with other participants.

General Delegate Conduct and Expectations

6. Due to the online nature of CONMUN 2023, the expectations for delegates will be unique to this edition of our conference. We expect all delegates to follow the subsequent guidelines on appropriate digital comport and attire.
7. CONMUN 2023 will not admit any pre-written material for any of the committees herewith.





- a. All written material must be produced during committee time, or as otherwise instructed by a staff member.
 - b. Daises have been instructed to be further vigilant of any instances of pre-written work, and will refer any such cases to the Secretariat as a breach of the Code of Conduct.
8. Virtual etiquette must be followed at all times during committee sessions in order to ensure smooth moderation. Etiquette would include, but is not limited to, the following:
 - a. Maintaining camera on throughout committee sessions. We understand privacy concerns as well as personal technical difficulty, so if there are any issues with video please make sure to reach out to the respective committee staff,
 - b. Microphones should be muted at any time that the participant is not directly communicating with another participant or staff member.
 - c. Communication for the conference should be done through the official channels of Slack and Webex, as instructed by the staff. Please ensure that communication within these channels maintains professional and respectful demeanor and does not violate any other sections of the Code of Conduct.
 - d. Any outside communication between participants personally is not under the direct purview of the organization.
 - e. Staff and Secretariat have at their discretion the moderation or change of any of these rules. If any situation were to arise where this must happen, participants and staff will be made aware immediately.
 - f. Breaches of virtual etiquette will be communicated on a case-by-case basis. Though it is important to keep these in mind, breaches of Section (8 a-e) will not be adjudicated through the complaints form in section (10.e.)





9. CONMUN 2023 requires all participants to be dressed in Western Business attire, or national dress if appropriate (see: Section (9.b.)), during all committee sessions. If there are any questions regarding the nature of Western Business Attire or other possible alternatives, please contact the Equity Officers.
- a. National Dress is defined as clothing that represents the identity of a particular geographic region or time. We value and honour the different and varied cultural backgrounds of our delegates, and as such welcome National Dress as an alternative to Western Business attire
 - b. Participants and staff that are shown to be wearing National Dress in an appropriate manner or in a manner that ridicules or otherwise discriminates against the cultural group in question will be in breach of the Code of Conduct. These instances will be dealt with on a case-by-case basis
 - c. In accordance with Section (4a), CONMUN 2023 does not hold a discriminatory dress code policy on the grounds of gender expression or identity. Participants and staff may feel free to wear whatever aspects of Western Business Attire or National Dress that they deem appropriate and comfortable for themselves.

Disciplinary Procedure and Actions

10. In order to provide proper methods of reporting any issues concerning breaches of the Code of Conduct, the Secretariat has made the attached form available to any participant or staff member.
- a. All of the identifiable categories in the form are completely optional if the complainant wishes to make an anonymous complaint





- b. If the complainant wishes, they may also submit any identifying information in order to receive followup from the equity officers assigned to the given complaint
- c. If the complainant wishes to maintain the identity of the respondent anonymous as well or if they wish to make a general complaint not pursuant to a specific individual, they may choose to do so as well through the same form
- d. The settings of the form are set to anonymous collection, and thus any contact information is completely voluntary and will not be collected automatically by the form
- e. Form Link: <https://forms.gle/3Hpsbu9Sm8xqsTL1A>

11. The Secretariat of CONMUN 2023 reserves the right to adjudicate and resolve any complaints filed through the official complaints form, as well as any events that have been directly brought up to their attention. Any delegate or staff found to have breached the stipulations set forth by Section 3 and Section 4 of the Code of Conduct will be subject to disciplinary action which may take the form of, but is not limited to, the following;

- a. Temporary suspension of an individual delegate, whole delegation, or staff member from participation in CONMUN 2023 and/or all future CONMUN events
- b. Expulsion of an individual delegate, whole delegation, or staff member from participation in CONMUN 2023 and/or all future CONMUN events
- c. Disqualification of the delegate and/or delegation from all awards
- d. Warnings as deemed fit

