



SLSPMUN 2022

CODE OF CONDUCT



TABLE OF CONTENTS



1. PURPOSE

2. SCOPE

2.1. Participants

2.2. Where and When the Policy Applies

3. PROHIBITION OF DISCRIMINATORY CONDUCT

3.1. Definitions of Prohibited Behaviour

3.2. Protected Attributes

4. CONDUCT AND DELEGATE GUIDELINES

4.1. General Conduct

4.2. Online Behaviour

5. DRESS CODE

6. COMPLAINT PROCEDURES AND HANDLING

6.1. Raising a Complaint

6.2. Resolution Mechanism

7. CONTACT US

1. PURPOSE

The Symbiosis Law School, Pune Model United Nations (henceforth referred to as “the conference” or “SLSPMUN”) is committed to providing a conference free from discrimination, harassment, bullying, and vilification while fostering debate and discussion and respecting social and cultural diversity. The purpose of this Code of Conduct for SLSPMUN (henceforth referred to as “this Code”) is to ensure a productive but safe and amicable environment for all delegates, chairs, Organising Committee members, the Secretariat members and observers of the conference.

This Code explains what conduct is prohibited and the procedures for raising complaints when participants feel that there has been a breach as well as the expected standards of conduct and behaviour at SLSPMUN, to ensure fruitful outcomes from the conference.

2. SCOPE

2.1. Participants

This policy applies to all participants at SLSPMUN, including but not limited to:

- Delegates
- Chairpersons
- Moderators and Rapporteurs
- Secretariat
- Members of the Organising Committee
- Observers

2.2. Where and When the Policy Applies

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

- During committee sessions
- Time between sessions, including breaks
- During any formal event organised as part of the conference
- During any social event organised as part of the conference

This policy applies to in-person conduct, online conduct and conduct over social media.

3. PROHIBITION OF DISCRIMINATORY CONDUCT

3.1. Definitions of Prohibited Behaviour

3.1.1. Bullying

Bullying is the repeated, 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.

3.1.2. Direct Discrimination

Direct discrimination is treating another individual or group less favourably on the basis of a protected attribute than someone without that attribute in the same circumstances or circumstances not materially different.

3.1.3. Indirect Discrimination

Indirect discrimination is imposing, or proposing to impose, a requirement or practice that has, or is likely to have the effect of disadvantaging an individual or group with a particular protected attribute, and which is not reasonable in the circumstances or context.

3.1.4. 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.

Note that 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 and which a reasonable person, having regard to all the circumstances, would anticipate making the person humiliated, offended or intimidated.

3.1.5. Victimization

Victimization is to cause detriment to a person because that person has made an equity complaint or taken part in complaints proceedings.

3.1.6. Vilification

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





3.2. Protected Attributes

This code of conduct prohibits any participant or group of participants from discriminating (either directly or indirectly), harassing or vilifying another participant or group of participants on the basis of the following protected attributes:

- Age or age group
- Disability
- Language status and proficiency or accent
- Gender Identity
- Infectious disease (for example, HIV status)
- Intersex Status
- Marital or relationship status
- Sexual practices or experience
- Political affiliations, beliefs, or ideologies
- Pregnancy or personal experiences of abortion
- Race, colour, descent, national or ethnic origin, or ethno-religious background
- Religious affiliation, belief, views or practice
- Sex
- Sexual orientation (including but not limited to asexuality, bisexuality, heterosexuality, and homosexuality)
- Socio-economic status and background
- Any other bases protected by law in India

This policy also protects against discrimination, harassment or vilification on the basis of imputed or perceived protected attributes, and on the basis of association with a person or persons with a protected attribute

4. CONDUCT AND DELEGATE GUIDELINES

4.1. General Conduct

Delegates are required to treat each other and the chairpersons with respect. This includes:

- Respecting the rules of the competition
- Refraining from disrupting or distracting other delegates or chairpersons, as per the context.
- Accepting the decision of the Chairperson(s)

If a delegate wishes to raise a complaint alleging breach of this Code, they must follow the redressal mechanism outlined in Clause 6.

Chairpersons are also required to treat delegates and other Executive Board members with respect by:

- Respecting the Code of Conduct for SLSPMUN

4.2 Online Behaviour

In addition to the above-mentioned prohibited behaviours, there are some other acts unique to the online realm that could cause (severe) disruptions in an online setting and are thus prohibited.

Misuse of technology

Using your technology, specifically microphone, in such a way that other speeches become inaudible for the rest of the caucus hinders fair competition and is therefore not allowed. Always mute yourself unless speaking. Do not interrupt people mid speech, unless permitted by the rules of the MUN, or by the discretion of the Executive Board. Additionally, refrain from displaying inappropriate content or saying inappropriate things while unmuted. Repeated disregard for this rule is in and of itself a violation of the code of conduct. Delegates must not record fellow participants or stream their speeches without their consent.

Misuse of the chat

It is prohibited to say offensive or inappropriate things within a chat at any point during the conference. Violations of this will be treated in a similar way 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.



5. DRESS CODE

- Delegates are required to dress in traditional or western business attire. Casual wear is not permitted.
- Western business attire includes a long-sleeved dress shirt, tie, with or without a blazer, tailored pantsuits or business-like dresses.

6. COMPLAINT PROCEDURES AND HANDLING

6.1. Raising a Complaint

Any Individual aggrieved by a breach of the code of conduct may send an email to the Secretariat at grievance.slspmun@gmail.com. All complaints raised are treated as confidential.

Individuals wishing to raise a complaint alleging a breach of the Code of Conduct may describe the incident to the Secretariat through the email with the express purpose of seeking redressal under this Code.

Members of the Secretariat will recuse themselves from investigating and handling complaints that are made against them personally, or where a personal conflict arises.

6.2. Resolution Mechanism

Any violations of the SLSPMUN Code of Conduct or the Code of Conduct of Symbiosis Law School, Pune will be addressed by the Secretariat and/or the College Administration as per their discretion. Decisions of the Secretariat and/or College Administration are final and binding.

7. CONTACT US

In case of any further queries please email slspmun@symlaw.ac.in or contact:

- a. **Pavanaj R Hariharan (Under Secretary General, Internal Affairs, SLSPMUN 2022) - +91 9739977604**
- b. **Himanshu Chawla (Under Secretary General, Internal Affairs, SLSPMUN 2022) +91 7888590137**

