



SLSPMUN 2023

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 dedicated to offering a conference that respects social and cultural diversity, encourages debate and discussion, and is free from harassment, bullying, and vilification. The goal of this SLSPMUN Code of Conduct (hence referred to as "this Code") is to ensure that all participants, Executive Board members, members of the organising committee, secretariat staff, and observers of the conference work in a safe and civil atmosphere.

In order to promote successful conference outcomes, this Code of Conduct outlines what conduct is forbidden, the procedures for filing complaints when participants believe there has been a breach, as well as the expected norms of conduct and behaviour at SLSPMUN.

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 is in effect during the entire conference, including, but not limited to:

- In committee sessions
- Intersession interval, including breaks
- During any conference event that is scheduled
The duration of any conference-related social event

This policy applies to behaviour on social media, online, and in person. During committee session.

3. PROHIBITION OF DISCRIMINATORY CONDUCT

3.1. Definitions of Prohibited Behaviour

3.1.1. Bullying

Bullying is defined as persistent, irrational behaviour that intimidates, offends, denigrates, humiliates, undermines, or threatens another person or group. It can be physical or psychological in character.

3.1.2. Direct Discrimination

Discrimination: Discrimination is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age, or sexual orientation. In the same conditions or in circumstances that are not fundamentally different, direct discrimination is the practise of treating another person or group less favourably than someone who does not possess the protected characteristic.

3.1.3. Indirect Discrimination

Imposing a requirement or practise that is unreasonable in the circumstances or context and that has the impact of disadvantaging an individual or group with a certain protected attribute, or that is proposed to have that effect, constitutes indirect discrimination.

3.1.4. Harassment

Any unwanted, objectionable, abusive, demeaning, threatening, or uncivil behaviour that humiliates, offends, or intimidates an individual or group on the basis of a protected characteristic is considered harassment.

Remember that sexual harassment specifically refers to any unwanted sexual advances, requests for sexual favours, or other unwanted sexual behaviour that degrades, offends, or intimidates a person and that a reasonable person, taking into account all the relevant factors, would anticipate degrading, offending, or intimidating the person.

3.1.5. Victimization

Victimisation is the act of causing harm to a person only because they have filed an equity complaint or participated in complaints proceedings.

3.1.6. Vilification

The public instigation of hatred, contempt, or harsh ridicule of another person or group on the basis of protected characteristics is known as vilification.





3.2. Protected Attributes

According to this code of conduct, it is against the law for any participant or group of participants or Chairperson(s) to harass, discriminate against, or otherwise defame another person or group of participants because of any of the following protected characteristics:

- 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 guards against association with a person or people who possess a protected attribute as well as discrimination, harassment, or defamation based on perceived or imputed protected attributes.

4. CONDUCT AND DELEGATE GUIDELINES

4.1. General Conduct

The chairpersons and other delegates must be respected. This includes:

- Observing the competition's rules
- Refraining from distracting or interrupting other delegates or chairpersons as per the context.
- Accepting the Chairperson's judgement (s) and decision(s).

Delegates who wish to file a complaint alleging a violation of this Code must adhere to the resolution process established in Clause 7.

4.2 CONDUCT AND CHAIRPERSON GUIDELINES

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

- Observing the competition's rules
- Respecting the Code of Conduct for SLSPMUN at all times of the Conference under all circumstances.
- In case of absenteeism from the conference, the remuneration of the EB can be altered as under the discretion of The Secretariat and/or the College Administration.
- For further reference absenteeism has been defined as under:
- A) Absolute absence- If the Executive Board remains absent from the conference from all days of the conference.
- B) Absence from Deliberation- If any delegate complaints of the Executive Board not being involved with the deliberation process as they should be whether on either the first or the second day.
- C) Absence from Responding- If the EB is present in the conference but does not respond to the concerns of the delegates that are raised or if at any time the delegates complain that the Executive Board refrained from noting down certain aspects of the conference.
- Note- Clause (C) is subject to further investigation by the Organising Committee.



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 anyone who is aggrieved by a code of conduct violation can email the Secretariat at conferencestaffslspmun@gmail.com. All reported complaints are handled in confidentiality.

A report for an alleged violation of the Code of Conduct may describe the occurrence to the Secretariat by email with the specific aim of requesting redress 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.

The Disciplinary Committee will look into complaints against Organising Committee if any. Such complaints will be handled by the Disciplinary Committee which will consist of faculty members.

6.2. Resolution Mechanism

The Secretariat and/or the College Administration may take action in response to any infractions of the SLSPMUN Code of Conduct or the Symbiosis Law School, Pune Code of Conduct, at their discretion. The Secretariat's and/or the College Administration's decisions are final and binding.

The complaint will be resolved within 10 days of the registering of the complaint by the Disciplinary Committee consisting of Faculty Members as well.

7. CONTACT US

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

- Manya Shastry (Director General, Conference Staff, SLSPMUN 2023) - +91 9620777928**
- Yugakshi Khodke (Under Secretary General, Conference Staff, SLSPMUN 2023) - +91 9890852700**
- Ananya Ahuja (Under Secretary General, Conference Staff, SLSPMUN 2023) - +91 70213 32545**

