



***Neerja Modi Model
United Nations, 2020***

NMMUN'20
Discipline and Equity Policy.

•Purpose:

Despite being a virtual conference this year, Neerja Modi School is still committed to creating a Model United Nations conference that is free from any kind of harassment, discrimination, and bullying, and enables participants from all backgrounds to be treated with dignity. Conversely, we expect all participants to maintain decorum.

•Key Principles:

- This discipline and equity policy is applicable to all interactions during the MUN, whether that be in meetings during sessions, entertainment sessions or in your committee's WhatsApp group (formal/informal).
- Any complaints of breaches of discipline and equity will be taken seriously and investigated
- All delegates, secretariat members, logistics members, and international pressmembers are expected to comply with the same.

•The event will not tolerate the following:

- **Bullying** of any individual or group, through repeated behaviours that intend to offend, degrade, or intimidate them. Publicly mocking a participant for things like what they're wearing, in a way that could be hurtful to them, is also included.
- **Discrimination and derogatory speech** on the basis of someone's gender, religious orientation, beliefs, caste, disability, or socioeconomic status.
- **Harassment, sexual or otherwise**, i.e. unwelcome, offensive, abusive, threatening behaviour or speech.
- **Vulgarity in language** that has the potential to make those around you feel uncomfortable and unwelcome.
- **Personal attacks** during MUN sessions, i.e. joking about someone else's identity outside of the MUN in an attempt to rebut or undermine the point they've made. ("someone like you shouldn't be saying X because you're Y")H

•Virtual misdemeanours also include :

- Clicking pictures and/or recording videos of other delegates, secretariat members etc. without their knowledge and consent with the intention to mock, bully or cause discomfort.
- Interrupting speakers with anything that does not pertain to or relate to committee proceedings, for example unmuting/screen-sharing without permission.
- Impersonating other participants or EB members or entering meetings that are not your committee with the intention of disrupting committee proceedings.

•Raising a complaint:

Complaints can be made to any member of the Secretariat of NMMUN 2020. This can be the member you're most comfortable with, your EB, or the Secretary General/ Deputy Secretary General/ Director General. Any of us can be approached via a formal WhatsApp message or an email on the official email ID, either during the hours of the MUN or by contacting us afterwards, regarding any discipline or equity violation you have experienced. Each complaint will be treated as completely confidential, i.e. no one else will be told that you have filed a complaint, outside of those involved in investigating it further and taking action.

•Resolution Mechanisms

The Secretariat will respond with a range of actions if a discipline or equity violation is reported. The chosen action will depend on the particular incident and the desires of the complainant (i.e., if you do not want us to talk to the perpetrator about it, we will not do so.)

- Explain the complaint to the offending participant and have a discussion about why it was inappropriate;
- Request an apology
- Speak to both parties to understand the incident;

- Inform the EB to ensure it does not happen again;
- In serious cases, especially if other routes do not work, undertake disciplinary action like putting delegates in the waiting room, removing that delegate from consideration for awards, or preventing them from attending future sessions.

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