

Statement on Misconduct, Anti-Discrimination, and Sensitivity (for Committee Chairs to read prior to committee):

REVISED STATEMENT:

Delegates,

The Columbia International Relations Council and Association and [CONFERENCE NAME] seek to make our conference and this committee a safe space in which all participants feel comfortable and welcomed. Consequently, we require our delegates to commit to the following policies:

- (TW/CW: mentions of discrimination and gender-based misconduct) Racism, sexism, homophobia, transphobia, xenophobia, anti-Semitism, islamophobia, ageism, ableism, and any otherwise prejudicial or discriminatory statements or behavior will not be tolerated. Furthermore, CIRCA and [CONFERENCE NAME] have a zero-tolerance policy for gender-based misconduct in any form, including sexual harassment and abuse. All participants in this committee agree to refrain from any such activity and treat one another with courtesy and respect. *Before proceeding, is everyone clear on this policy? Do you have any questions, or need any clarifications on this policy?*
- (TW/CW: mentions of violence, genocide, torture, suicide) Due to the nature of the activity, we recognize that violent subject matter such as war, colonialism, and terrorism are often discussed in Model UN committees. Delegates commit to treating these topics in a thoughtful and mature manner. Furthermore, utilizing instances of genocide, torture, sexual violence, suicide, and/or other sensitive subjects as a character's crisis arc will not be tolerated in any conference-related content. *Before proceeding, is everyone clear on this policy? Do you have any questions, or need any clarifications on this policy?*

If any delegate fails to uphold these policies, they shall be subject to immediate investigation and intervention by the [CONFERENCE NAME] staff. Please do not hesitate to approach the Chair or Crisis Director of this committee if you experience or witness a violation of this agreement. [Clarify again who the CD, and Chair are]. Additionally, if you feel that any member of our conference staff is in violation of the aforementioned policies, please contact your Under-Secretary-General of Committees (USG), [CONFERENCE INFORMATION HERE], who will promptly escalate the issue. If you feel uncomfortable reporting misconduct yourself, please ask your advisor or head delegate to contact a member of the conference Secretariat. A list of further resources on these subjects can be found on [CIRCA WEBSITE RESOURCE LINK].

Statement for Website and Background Guides

- Same or different than above?
 - Can be the same, but also provide resources! Like what we linked in our statement, etc.

Protocol for Staff → To be reviewed in staff training and at staff feedback sessions

- **Report:** If you witness, experience, or receive a report of discrimination, immediately contact your USG, DG, and SG, **and** fill out your conference reporting form.
- **Address one on one:** Either the conference DG, SG, or USG will come to the committee room to speak with the delegate/s who reported the incidents, and those who were reported.
 - The Secretariat member and one committee staffer speak with affected parties outside of the committee room.
 - Questions to ask:
 - Please describe what happened.
 - How has this impacted your participation in the committee?
 - After speaking with the delegate/s who were impacted by the incident in question, coordinate with the secretariat member to speak outside of the committee room with the delegate/s who have been reported for discrimination.
 - Inform them that you have received a report of discrimination, and remind them of the statement made at the start of committee. Clarify what action they took that led to the report.
- **Address entire committee:** After speaking with all parties involved in the incident, address the entire committee to remind them of the discrimination policy.
- Flowchart →

Consequences/Followup

- For all delegates involved (reporter and reportee), secretariat members will inform their head delegates/advisors of the incident that occurred.
- For their involvement in committing acts of discrimination
 - First 2 reports: Receive Warning and speak with secretariat member
 - Third Report: Removal from committee for an entire session and/or for the rest of the day
 - Fourth Report: Expulsion from conference
- **Grounds for Immediate Removal:** Use of hate speech, racial slurs/profanity, physical violence, threats towards another delegate, sexual harassment, and sexual abuse.