



NOTTSMUN

Harassment and Misconduct Policy

Policy Statement

The NottsMUN Secretariat is committed to providing a safe and welcoming environment for all those in attendance at the conference. The NottsMUN Secretariat will not tolerate any form of harassment, including but not limited to those of sexual orientation, religious, racial, cultural, gender and political identity. We treat all incidents seriously and will promptly investigate all allegations of harassment. Any person found to have harassed or discriminated against another will face disciplinary action. The NottsMun conference places the security and safety of its participants as the highest priority, and if participants happen to come across any of the above-mentioned and beyond, please notify the Secretariat for immediate action from our side.

General Harassment

General Harassment is defined as any kind of verbal, nonverbal or physical conduct that threatens and intimidates any conference member. All reports of harassment will be taken very seriously by the committee.

The following examples of harassment are meant to be guidelines and are not exclusive when investigating a report of harassment.

- Offensive verbal remarks that pertain to someone's race, ethnicity, religion, age, sex, sexual orientation, or disability. Harassment may also relate to a person's appearance or political identity. This can be expressed through derogatory language, epithets, slurs, and negative stereotyping, amongst other forms of applicable verbal abuse.
- Nonverbal harassment can include the distribution and discussion of any written or graphic material that insults, shows hostility, or disrespects individuals or groups for their race, ethnicity, religion, age, sex, sexual orientation, or disability.
- Unconsented physical contact that makes someone uncomfortable.



Sexual Harassment

NottsMUN is also dedicated to providing a space free of sexual harassment. This is behaviour of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Instances of sexual harassment include, but are not limited to:

- Unwanted foul language of an offensive sexual nature, sexual propositions, sexual jokes or remarks, obscene gestures, and displays of pornographic or sexually explicit pictures, drawings, or caricatures.
- Use of a computer system at BMUN conferences or affiliated events for the purpose of viewing, displaying, or disseminating material that is sexual in nature may also constitute harassing behaviour.
- Any kind of physical contact, including but not limited to: pinching, stroking, kissing, hugging and inappropriate touching.

Reporting

NottsMUN has a zero-tolerance policy for harassment of any nature. All reports of harassment and bullying will be treated very seriously and will be investigated as a top priority. If you would like to make a report, please speak to your chair or a member of the committee. If possible, collect evidence when needed i.e. witnesses, photos and screenshots. We reserve the right to ban delegates should be found on suspicion of violating the harassment policy as outlined above. Delegates found in violation of this policy will not be welcomed back to any other NottsMUN-affiliated events for any part of the conference. They will not be considered for awards that may come from the conference. If the committee and the person who makes the report see fit, the authorities will be contacted.