

# SRMUN Policies (v. 2021)



## CODE OF CONDUCT

Delegates are expected to:

- Remain in character by consistently advocating the interests and representing the policies of their assigned Member State.
- To be “in character” also entails displaying respect for the opinions and ideals of fellow delegates, even if these opinions and ideals conflict with a given delegate’s own Member State’s priorities.
- Collaborate with fellow delegates where possible. Delegates who disrupt committee sessions or create problems in the hotel or Zoom committee meeting rooms may be barred from further participation in the conference.
- Conduct themselves in a courteous and professional manner at all times.
- Refrain from consumption of alcohol and other drugs in committee sessions. Note: Any issues related to illicit drugs or alcohol will be immediately directed to the attention of the SRMUN Board of Directors and Executive Staff.
- Respect fellow delegates at all times and in all methods of communications. Using information and communication technologies such as email, cell phones, text messages, instant messaging, defamatory personal web sites, and social media to support deliberate, hostile behavior intended to harm other delegates is strictly forbidden.
- Know and follow these rules and regulations. Delegates who disrupt committee sessions or the conference or who are found to have violated any clause of the delegate code of conduct may be barred from further participation in the conference, forfeiting any delegate fees and/or award eligibility.

## DRESS CODE

- Standard delegate attire for the conference is business jacket, slacks (or skirts for women), dress shirt (with tie for men) and dress shoes.
- Shirts that expose excessive bare skin on the chest, stomach or are otherwise revealing are inappropriate. Clothes that reveal undergarments are inappropriate.
- Dress sweaters for men are generally considered too casual, unless a tie is worn underneath.
- Shorts, ball caps, jeans, sneakers, sandals, and sunglasses are forbidden.
- It is inappropriate for delegates to display any national symbols such as flags, pins, crests, etc. on their person or as virtual backgrounds during Zoom committee sessions. UN symbols are acceptable.
- Western business dress is preferred. Cultural dress is only permitted for international delegates whose native country’s accepted professional business dress includes traditional cultural dress. These delegates are the only individuals to whom this applies. Any delegate attempting to use cultural costume to portray a “character” will be asked to leave the committee chamber and change into clothing that is more appropriate. The SRMUN conference will not tolerate any delegate’s attempt to mock traditional cultural attire or abuse it as costume.
- All clothing must adhere to guidelines that portray professionalism and modesty. If a delegate’s attire is deemed inappropriate by the SRMUN staff, the delegate will be asked to leave the session and return with appropriate attire.

## SEXUAL HARASSMENT DISCRIMINATION POLICY

It is the intention of SRMUN that the environment of our conferences best achieves our educational goals. The SRMUN Executive Staff and Board of Directors will not tolerate any instances of discrimination based on race, color, gender, sexual orientation, national origin, religion, age, or medical condition.

If any participant at SRMUN, whether a delegate, staffer, Executive Staffer, Executive Directorate member, Member of the Board of Directors, Faculty Advisor, or observer, believes they have witnessed or encountered discrimination and/or harassment, which results in a hostile working environment or disparate treatment, they should bring it to the attention of any one or more of the following people: any member of

the Board of Directors, any member of the Executive Directorate (Executive Director and 3 Deputy Executive Directors), or any member of the Executive Staff (Secretary-General, Under Secretary-General, Director-General and Deputy Director-General). Any person receiving such a report is obligated to pass along such reports that they have received to a member of the Board of Directors of their choosing (should they themselves not already be a member) as quickly as possible, and no later than within 24 hours. Alternatively, a report can be submitted through [this Google Form](#) or scanning the QR code below. Please be sure to include accurate contact information so that a SRMUN Board Member can contact you regarding your report. Anyone reporting instances of harassment or discrimination will be protected by the organization from retaliation.



SCAN ME

The SRMUN Board must investigate the merits of the allegations, interviewing all parties involved, and submitting a written report to the rest of the Board. Based on the investigation's findings, the Board of Directors may:

- Take no action;
- Issue a verbal reprimand;
- Remove an involved individual from the conference; and/or,
- Implement any other action that the Board deems appropriate.

Any claims involving a delegate as the accused party will follow current SRMUN practices (which involve real-time responses coordinated between the Executive Director, the Deputy Executive Director for that conference, the Board President, the Secretary-General and, if appropriate, the Faculty-Advisor for that delegate).

Any claims involving anyone other than a delegate as the accused party will follow the procedure as outlined below. Once a member of the SRMUN Board of Directors is informed of a report of harassment, discrimination, or a violation of the fraternization policy, in which any member of the organization other than a delegate is the accused party, the Board as a whole should meet, virtually or in-person, within three business days, for the purpose of appointing a three-person group to conduct an investigation. This three-person group will consist of a member of the Board of Directors who is not a faculty adviser (understood to include the Executive Directorate and any other non-Faculty-Advisors on the Board), one faculty advisor member of the Board of Directors, and one member of Staff/Executive Staff, as chosen by the Board of Directors based on the following criteria:

- Minimization of personal connection to any of the involved parties (within reason);
- Any existing expertise in the area of employment law, human resources, or harassment/discrimination claims;
- Experience with the organization; and,
- Other professional or personal qualifications, including but not limited to perceived impartiality within the organization.

Members of the Board may self-nominate or be nominated by another Board Member to serve on the investigation committee. If a Board Member wishes to nominate someone else, they should verify that the nominee is willing to serve.

In any claims made against members of the Board of Directors (including the Executive Directorate), the Board of Directors should also appoint a fourth member of the investigative team in an advisory capacity. This person should come from entirely outside the organization and should have direct professional

experience in human resources, employment law, or a related field. Such an individual may be compensated for their advisory services, subject to the reasonable budgetary limitations of the organization.

### **PLAGIARISM**

SRMUN, Inc., encourages unique and exceptional dialogue amongst our participants through the free flow of ideas and conversations, with the expectation that all written and spoken words be original thought. All materials, including but not limited to: Position Papers, speeches, and working papers/draft resolutions, and reports are subject to a zero-tolerance policy regarding plagiarism or the unaccredited use of another's words. Any delegate found in violation of this stated policy will receive no credit for the entirety of their work, including receiving a score of zero for position papers found to include words that are not cited and/or properly credited to the original author.

### **SRMUN AWARDS POLICY**

Each year, the SRMUN Board of Directors recognizes exceptional delegations with both Position Paper and Conference Awards using set criterion. For the Virtual SRMUN conference, awards will be announced during the Closing Ceremony. Schools within the United States will receive their awards via mail.

### **POSITION PAPER AWARDS**

Before the start of the conference, delegates utilize the SRMUN website to submit Position Papers for each committee in which their assigned Member State is represented. These two-page Position Papers are graded by our volunteer committee staff using a standard rubric. Once all on-time papers are graded, delegation scores are calculated. The highest scoring delegations among these receive an Outstanding Position Papers Award and top scoring Position Papers from each committee will receive a committee award during the SRMUN Closing Ceremony. During the conference, all delegations receive a feedback sheet explaining how they scored in several metrics. Late papers will be graded, if possible, but any late or missing Position Papers will make that entire delegation ineligible for Position Paper awards. An example feedback sheet is available at: [http://www.srmun.org/docs/sample\\_pp\\_scoring.pdf](http://www.srmun.org/docs/sample_pp_scoring.pdf)

Position Paper evaluations and awards are typically distributed at the Faculty Meeting with the Board, but for Virtual SRMUN, the evaluations will be distributed via email. Awards will be sent by mail.

### **COMMITTEE DELEGATION AWARDS**

Delegations are nominated by SRMUN conference staff and awarded the Committee Delegation Award, which will be announced during the SRMUN Closing Ceremony. Delegations that show superior skills in their preparation and presentation of their Member State, as specifically noted in their committee, are recognized for their specific contributions through this award. The breakdown of Committee Delegations Awards is as follows: Each large-size committee will receive up to six awards, each medium-size committee will receive up to four awards, and each small committee will receive up to two awards. Delegates will also be eligible for "Most Diplomatic" and "Most Improved" awards, which if given will be recognized in the committee session.

### **CONFERENCE DELEGATION AWARDS**

During the conference, our volunteer committee staff nominates exceptional delegate performance in each committee at the end of each session. The following criteria are used to determine the merit of each delegation:

- » Caucusing - Does the delegation make a concerted effort to work with other delegations during informal debate? Do they attempt to incorporate nations outside of their respective regional bloc while maintaining character?
- » Diplomacy - Does the delegation work to find cohesion and compromise among their fellow Member States? Does the delegation take a respectful, educated, and professional approach to working with other committee delegates?
- » Participation - Does the delegation articulate their policies and beliefs succinctly and efficiently? Do they use their persuasive skills to engage other delegates while maintaining a diplomatic approach?

» Preparation - Does the delegation adequately represent the policies of their Member State in the context of the topic? Do they have a solid understanding of the topics and scope of the committee as it pertains to the Member State they are representing? Have they provided research and documentation to support their convictions? Do they organize their thoughts to effectively articulate the changes they are advocating through the delivery of solid speeches? Does the delegation correctly utilize the rules of procedure and positively contribute to the committee flow?

» Resolution Writing - Does the delegation contribute substantive material to be used in the production of working papers? Do they work effectively with other committee delegates to generate working papers that are relevant to the topic and within the scope of the committee?

These nominations are then tallied by the SRMUN Board. Final scores are calculated as follows:

The number of committees in which each delegation (Member State) is represented is multiplied by the number of committee sessions (usually 6). This is the maximum theoretical score each delegation may achieve.

For example, if the delegation for China is represented in 7 committees, their maximum theoretical score is  $7 * 6 = 42$ . The actual number of times throughout all six committee sessions that a delegation is nominated is then divided by this number to arrive at a fractional score.

In our example, assume China was nominated 38 times throughout the conference. The delegation for China will receive a fractional score of  $38 / 42 = 0.90476$ .

At the end of the conference, all delegations are ranked in descending order by their fractional score. Fractional scores are not reported and will not be released publicly. The highest-scoring delegations receive an Outstanding Award, followed by Distinguished and Honorable Mention. The total number of awards given at closing ceremonies will vary from year to year, depending on the number of delegations in attendance. Not all delegations will receive an award.

## **AUDIO/VISUAL**

Please note that events hosted by Southern Regional Model United Nations, Inc. (SRMUN) are events at which photography and video and audio recordings may be taken. By entering the virtual event premises, participants are consenting to photography, audio and/or video recording, as well as to the release, publication, exhibition, or reproduction of this material by SRMUN for news, webcasts, promotional purposes, telecasts, advertising, or any other purpose deemed fit by SRMUN and its affiliates and representatives. Please feel free to contact any SRMUN Board Member, the Executive Director, or Executive Staff member if you have any questions or concerns regarding this policy.