



Code of Conduct

PEAMUN XII | Aug. 22, 2020

I. SECTION ONE: *Introduction*

Phillips Exeter Academy Model United Nations (herein referred to as PEAMUN) firmly believes that Model United Nations should reflect the potential for productive, respectful, and thoughtful international dialogue. Model UN is about reaching across differences with the honest intentions that we hope our political leaders (at the United Nations and beyond) ought to display. To that end, and in the name of creating a respectful environment for all delegates, we ask that all delegates be aware of and adhere to the following Code of Conduct. Please contact us with any questions, comments or concerns.

II. SECTION TWO: *Definitions*

In order to lay a framework against which we can form a Code of Conduct, PEAMUN turns to a lightly modified version of Phillips Exeter's E-Book:

- a. *Harassment* refers to unwelcome conduct or behavior that is personally offensive or threatening and that has the effect of impairing morale, interfering with a student's educational performance, or creating an intimidating, hostile or offensive educational environment. Harassment is defined in the Community Conduct and Discrimination Policy (see page 47 of the PEA E-Book). Any bullying, hazing or harassment conduct that constitutes child abuse and/or a violation of New Hampshire's Safe School Zones Act (see page 38 of the PEA E-Book) will be reported to the appropriate authorities as required, including the New Hampshire Division for Children, Youth and Families and the police. Please be aware that any person under the age of 18 is considered a "child" under New Hampshire law.
- b. *Racial, Color, and National Origin Harassment* Harassment on the basis of a person's actual or perceived race, color, or national origin includes but is not limited to the use of nicknames emphasizing racial stereotypes, racial slurs, and derogatory comments or conduct directed at an individual's manner of speaking, national customs, surname, ethnic characteristics, or language. "National origin" includes ancestry.
- c. *Religious Harassment* is on the basis of a person's actual or perceived religion or creed and includes, but is not limited to, the use of nicknames emphasizing religious stereotypes; religious slurs; and derogatory comments or conduct directed at an individual's religion, religious traditions, religious symbols or religious clothing.

Students are encouraged to seek accommodation for their religious beliefs and practices, and will not be retaliated against for such requests, even if an accommodation cannot be provided.

- d. *Sexual Orientation or Gender Identity/Expression Harassment*: Harassment on the basis of a person's actual or perceived sexual orientation or gender identity/expression includes but is not limited to name calling, using nicknames emphasizing sexual or gender stereotypes, and imitating physical characteristics or mannerisms associated with a person's sexual orientation or gender identity or expression. "Sexual orientation" means having or being perceived as having an orientation such as, but not limited to, heterosexuality, homosexuality bisexuality, pansexuality, polysexuality, and asexuality .
- e. *Disability Harassment* is based on a person's actual or perceived physical and/or mental disability (or the individual's record of a disability) and includes, but is not limited to, name-calling; making derogatory references to the disability; imitating manners of speech and/or movement associated with the disability; or interfering with access to or use of necessary adaptive equipment or aides, or other accommodation.

The Secretariat also wishes to advance a few additional definitions of use to this Code of Conduct:

- f. *Hate speech* refers to written, verbal, or other forms of expression rooted in and/or containing messages of hatred towards a person or group of people on account of their race, sexual orientation, sex, gender identity, ethnicity, national origin, socioeconomic status, religious belief, physical and/or mental ability, or any other innate characteristic.
- g. *Microaggressions* refer to often subtle, sometimes unintended written, verbal, or other forms of expression that (wittingly or unwittingly) perpetuate stereotypes, prejudice, or discrimination towards a person or group of people on account of any aspect of a person's identity, including but not limited to the identities outlined in § 1, ¶ f.
- h. *Attacks on personhood* refer to written, verbal, or other forms of expression that, intentionally or otherwise, deny, erase, or diminish the presence, value, or validity of any aspect of a person or group's identity, including but not limited to the identities outlined in § 1, ¶ f.

III. SECTION THREE: A Note Concerning "Roleplay"

PEAMUN understands, respects, and celebrates the fact that in Model United Nations committees, delegates are asked to represent a character or a nation. It stands to be clarified, however, that nothing that would be construed as harassment, hate speech, a microaggression, or an attack on personhood is ever acceptable, either “in-character” or “out-of-character.” We believe that it is possible to represent your nation or your character without delving into any such attacks that your character or your nation’s leadership may use in real-life. Thus, our Code of Conduct draws no distinction between “in-character” or “out-of-character” activity. Hate speech is hate speech. Harassment is harassment. They will not be tolerated here at PEAMUN.

To this end, attempts to caricaturize the people of your nation or their beliefs are unacceptable. This includes, but is not limited to, the insensitive and appropriative use of cultural attire, the use of stereotypical accents, derogatory comments towards women and LGBTQ+ people, the mocking invocation of cultural or religious traditions, and the use of mannerisms stereotypically associated with your nation.

IV. SECTION FOUR: *Harassment, Hate Speech, Attacks on Personhood, and Microaggressions*

- a. Instances of harassment (of a sexual nature or otherwise) and hate speech, in-committee or over direct messaging, are subject to full disciplinary action up to and including expulsion from PEAMUN XII and banning from future PEAMUN conferences. They will result upon immediate adviser intervention and will be reported to your adviser, your school, and where necessary, other authorities. No “passes” will be granted, nor will exceptions be made. Harassment is harassment. Hate speech is hate speech, even “in-character.”
- b. Attacks on personhood will be dealt with on a case-by-case basis, and will provoke a response from the Secretariat, and where necessary, the advisers. Such intervention may include a disciplinary response, and, where repeated and where the offender is obstinate and uncontrite, will provoke expulsion from the conference. In any case, your adviser will be alerted of the incident. PEAMUN staff will privately reach out to offending delegates, or offer a public statement where necessary, in order to explain how the incident in question was an attack on personhood.
- c. Microaggressions will be dealt with on a case-by-case basis, and will provoke a formal response. This response may come in the form of a public reminder, a statement, or a private communication to the parties involved to explain why the incident in question constituted a microaggression. While we presume good faith in these cases and will treat education as the main goal in our response, we will not preclude disciplinary action and reserve the right to take stricter action.

V. SECTION FIVE: *Academic Honesty*

PEAMUN holds its delegates to the highest standards of academic honesty. Plagiarism of online sources and other forms of academic dishonesty are not to be tolerated. This includes the pre-writing of clauses for resolutions, which is forbidden at PEAMUN XII.

VI. SECTION SIX: *Reporting*

PEAMUN will be providing several means of reporting instances of harassment, hate speech, attacks on personhood, microaggressions, academic dishonesty or other incidents which would violate other rules of the Academy. These means are both anonymous and personal. They are as follows:

- a. Delegates may message their chair or vice chair, who will notify the appropriate figures. They can message their chairs either over Zoom or over Discord.
- b. All delegates will be in a shared PEAMUN server. All members of the Secretariat will be available and highlighted on the members list. They can be contacted by direct message, and will be available from the beginning to the end of the conference.
- c. If a Delegate wishes to submit a report anonymously, a reporting form, accessible to both the Secretariat and the PEAMUN advisers, will be pinned to the top of the announcements page on the shared Discord. It will be checked frequently.
- d. If a Delegate feels more confident bringing an incident directly to an adult, they may speak to any PEAMUN adviser over direct message. The adviser will take subsequent action.

In any case, PEAMUN will make every effort to uphold this Code of Conduct before reports are made.