



EQUITY GUIDELINES

The Equity Team at Vienna EUDC 2015 is composed of Yael Bezalel, Leela Koenig and Peer Klüßendorf. The Equity Team is responsible for the management of equity and for the Code of Conduct. The Code of Conduct is in this document, and as part of your registration, you must read and comply with the Code of Conduct. If you have any questions regarding equity, you can reach them at equity@viennaeadc.eu.

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VIENNA EUDC 2015 CODE OF CONDUCT

What is the Purpose of the Code of Conduct?

The purpose of the code of conduct is to contribute to ensuring that **all participants enjoy equal levels of access and well-being** for the duration of Vienna EUDC 2015.

What is the Code of Conduct?

The Code of Conduct is an ethical guideline you must comply with in order to participate in Vienna EUDC 2015. The scope and nature of that guideline is defined in this document.

All participants share a responsibility to ensure equal levels of access and well-being to all those who are eligible to participate at Vienna EUDC 2015. It is the equal level of access and well-being that constitutes an equitable state of affairs at Vienna EUDC 2015. An equitable state of affairs for participants at Euros is a necessary component of having a fair competitive process to select the next European Debating Champions. The collective responsibility for this equitable state of affairs can only arise if we each accept our individual role to achieve that.

For the purpose of this code of conduct, and throughout Vienna EUDC 2015, discrimination (i.e. unfair or prejudiced treatment) on the ground of sex, gender, mental/physical ability, class, race, ethnicity or religious belief as well as language or behaviour that excludes, degrades or



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threatens a person's or a group's identity are considered to be the main constituents of offense, and as such, directly affect equal levels of access and well-being. Therefore, such language and actions are not allowed during Vienna EUDC 2015.

By signing this document, **you are consenting to avoid language or actions that discriminate, exclude, degrade or threaten a person's or group's identity for the entire duration of Vienna EUDC 2015.**

Where and when does the Code of Conduct apply?

The Code of Conduct applies to all behaviour towards anyone present at Vienna EUDC 2015 for the duration of Vienna EUDC 2015 i.e. during and between rounds and during socials. It does not apply to motion-setting of the Chief Adjudication Team. Responsibility for motion-setting rests with the Chief Adjudication Team alone. The Code of Conduct does apply to any actions or use of language resulting from that motion.

An act that you believe has violated the Code of Conduct has occurred. What happens next?

First, you should decide whether you wish to handle this with or without assistance from an Equity Officer. If you do wish to engage an Equity Officer, you can either approach them directly in person, call them on a designated phone number, or email a designated address. An Equity officer will, by default, be a neutral, listening party. If there has indeed been a violation, the Equity Officer will assist you through mediation, and if necessary, apply a sanction to the offender(s).

What kind of sanctions can the Equity Team apply?

In extreme cases, where due to the severity of an act or a statement a process of mediation will not suffice to restore an equitable state of affairs, the Equity Team has the power to apply sanctions such as a ban from socials or from passing to the next phase of the competition, or a total ban from Vienna EUDC 2015. The Equity Team makes its decisions independent from the CA Team, OrgComm and EUDC Council.