



# Protocol against discrimination

Catalonia Model of United Nations 2022





## **Justification**

The Secretariat of the Catalonia Model United Nations is greatly compromised with the values stated in the Universal Declaration of Human Rights, especially with the principles of equality and nondiscrimination. Although the environment of a Model United Nations (MUN) is quite different from the rest of society, the biases and ideologies might still persist among participants.

This is why we have decided to provide you with a protocol that summons a bunch of negative behaviors that we, as organizers, want to condemn and avoid within C'MUN. Here you will find several concrete cases and respective measures to combat them. As we have said, we have deep trust in the participants of the Model and are completely sure that the application of this protocol will not be necessary at all, but found it useful to give you some guidelines.

## **Scope**

This document applies to the Catalonia Model United Nations 2022 held between the 21st and 24th April, including during the committee debates and the social events related to the conference. Furthermore, the present rules apply to all the participants in the convention, including Secretariat members, Delegates and Chairs.

## **Objectives**

### General objectives

Our leading objective is to ensure a space where safety and respect are always present. Hence, the aim of this document is to provide guidelines to respond to the problems related with discrimination acts of any kind that might arise during the debates and the social gatherings.

### Specific objectives

- Giving guidelines to the chairs so they feel comfortable reacting to offenses.
- Ensuring security during social events.
- Providing a sense of security to all the participants
- Overall, ensuring a space for fruitful debate while guaranteeing that no acts of discrimination are allowed nor ignored.



## Principles

Discrimination is described in the International Agreement for Civil and Political Rights from 1966 as "[...] *any distinction, exclusion, restriction or preference based on certain grounds, such as race, color, sex, language, religion, political or other opinion, national or social origin, economic position, birth or any other social condition, and which has as its object or result the annulment or impairment of the recognition, enjoyment or exercise, on equal terms, of human rights and fundamental freedoms of all people.*"

Consequently, in accordance with the spirit of the United Nations Charter's Preamble,

*"To reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women [...]"*

And, in accordance with the spirit of the Universal Declaration of Human Rights' Article 1,

*"All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood."*

The principles that guide this Model United Nations is the commitment to equality, integrity, freedom, non-discrimination, fairness, respect for others, transparency, accountability and, overall, protecting the dignity of individuals and their fundamental human rights by ensuring a safe space for Delegates, Chairs and Secretariat members.

### Types of discrimination

Few explanations are needed here, as we all know what are the most common cases of offense and discrimination. However, we want to clarify some concepts and terms:

**Sex-based discrimination:** discrimination occurring due to interaction between sex (as the biological characteristics of women and men) and their socially constructed identities, attributes and roles and society's social and cultural meaning for biological differences between women and men.

**Sexual orientation-based discrimination:** offences based on the sexual preferences of a person and/or its manifestations.

### **Race-based discrimination**

### **Gender identification-based discrimination**

**Xenophobic-based discrimination:** any verbal or physical attack or threat caused by hate or bigotry towards foreign people.



**Political-based offenses:** any verbal or physical attack or threat caused by hate or bigotry towards the political opinions of others.

**Ableism:** unfair treatment of people because they have a disability (such as an illness, injury, or condition that makes it difficult for them to do things that other people do).

## **Classification of offenses**

Any person participating in the Catalonia Model United Nations, from Secretariat members to Delegates and Chairs, is subtle to be harmed by the referred acts listed in this document.

It is also encouraged to avoid all types of engagement in mentions or declarations concerning deeply controversial topics that are susceptible to create conflict and that are of no interest in the debate.

**Minor offenses** are comprehended as acts such as,

1. The use of derogatory and degrading terms, as well as, verbal offenses that attempt against the dignity of other person and that are intended to inflict emotional damage on others.
2. Forms of non-verbal communication that cause unrest, or a hostile ambiance and are directed towards an individual for their religion, sexual orientation, gender or race.
3. Spreading rumors about a person's sexual life, sexuality, preferences, sexual practices, or gender identity, or any other kind of rumor that attempts against the dignity of any individual.
4. The constant misgender of an individual, refusing to use the correct pronouns to address an individual.

**Serious offenses** are comprehended as acts such as,

1. Physical aggressions, such as slaps, punches or any other form of physical violence.
2. Any type of sexual harassment, sexual abuse or sexual misbehavior, such as engaging in any kind of sexual activity without the other individual's consent, or contacting, or attempting to contact, an individual in person or by telematic communication for the purpose of transmitting unsolicited, unwanted and/or offensive sexual content.
3. Any action that prevents any of the participants to fulfill their religious duties, such as prohibiting a Delegate to exit the Committee to pray, or prohibiting the Delegate the use of religious garments –such as hijabs, mitpachats, kippahs–, in the Committee or social events.



4. The use of fascist and extreme right-wing references, mannerisms, or iconography, such as performing the Nazi salute or wearing a swastika.
5. Promoting sexist, racist and homophobic values through verbal communication, gestures, iconography or any other form.
6. Behaviors that expel and prevent the effective participation of women, people of color, and people from the LGTBI+ community by constantly generating uncomfortable, hostile or violent situations.
7. Hiding or justifying conduct described in this protocol, that is, not offering help to someone who is being assaulted or harassed, exculpating an aggressor, etc.

Even if not listed in this document, it is essential to remark that any type of action that attempts against the dignity of any of the participants is prohibited and will not be tolerated under any circumstance.

## **Agents and responsibilities**

The **chairing board** of each committee is responsible for informing the secretariat of any type of misconduct stated in this document. In the case that they consider it they can immediately expulstate a delegate out of the committee and bring it to the Board of Directors. If the chairs deem it necessary they can expel a delegate out of the committee at any given moment.

The **Secretariat** is responsible for deciding what the penalties are for each case following this guide. They will also be responsible for keeping track of any new developments in the conflict and writing down everything that happened.

In all cases the delegate will be contacted by the Secretariat in order to fully understand the causes and consequences of the act.

## **Measures**

In case of minor offenses the delegate will be expelled for a day of the committee and will lose their rights to win any of the prizes or recognitions.

In the case of a serious offense the delegate will be required to abandon the conference as soon as possible. The delegate will not be able to participate in any other edition of C'MUN.