

# *BATHMUN*

*Conference 2025*



*CODE OF  
CONDUCT*

# CODE OF CONDUCT

## THE CODE

1. Direct and indirect discrimination as well as harassment will not be tolerated.
  - a. Direct discrimination occurs when a person treats one person less favourably than they would another because of a protected characteristic.
  - b. Discrimination by perception or association (such as unconscious biases and stereotyping etc.) is treated the same as direct discrimination.
  - c. A provision, criterion or practice is discriminatory even if it is neutral in the face of it, if its impact can particularly disadvantage people with a protected characteristic.
  - d. Harassment is defined as any words, behaviour, or treatment which makes a person, or a group feel scared, threatened, intimidated, or otherwise unwelcome.
  - e. Harassment comprises the following
    - i. Unwanted conduct that has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for the complainant, or violating the complainant's dignity
    - ii. Unwanted conduct of a sexual nature
    - iii. Treating a person less favourably than another person due to actions
    - iv. Sexual harassment or harassment related to sex or gender identity.
      1. Sexual harassment also includes online harassment and unwanted advances towards people.
  - f. Protected characteristics are in line with the 2010 Equalities Act and are as follows along with terms commonly used to describe them
    - i. Age, ageism
    - ii. Disability, ableism
    - iii. Gender identity, transphobia
    - iv. Marriage and Civil Partnerships
    - v. Race, racism
    - vi. Religion or lack thereof, islamophobia, anti-semitism etc.
    - vii. Sex, misogyny and misandry and discrimination against non-binary people.
    - viii. Sexual orientation, homophobia, biphobia etc.
  - g. Although they are not protected characteristics, we will not tolerate unfair treatment of somebody due to personal lifestyle choices, for example, whether they drink alcohol.



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## THE CODE

1. BATHMUN takes a no tolerance approach to bullying. Bullying is defined by the University of Bath as behaviour which undermines the integrity and confidence of a person or a group of people, causing them to feel vulnerable, humiliated, degraded, offended, or frightened. This can involve a misuse of power which can be considered as a position of authority, physical strength, knowledge, social position, or capital and / or the power to coerce through fear, threats, blackmail, and intimidation. Bullying can be physical, verbal, or social and can be conducted openly or in a secretive manner. It is not limited to actions against those with a protected characteristic. Bullying includes but is not limited the following actions:
  - a. Spreading rumours, public ridicule or insulting, sarcastic or humiliating comments/behaviour, ignoring, refusing to communicate or cooperate (stonewalling).
  - b. Constant criticism without constructive support.
  - c. Overbearing supervision or other misuse of power or position
  - d. Gaslighting - i.e., psychologically manipulating somebody by instilling doubt in them to make them question their own memory, perception, thinking and reality.
2. BATHMUN takes a no tolerance approach to racism, sexual misconduct, homophobia, biphobia, transphobia and ableism.
3. Offences towards the code of conduct will also be recognised and dealt with if they occur online between conference attendees or during socials.
4. BATHMUN acknowledges that there will often be Model UN specific scenarios where further elaboration is required pertaining to conduct during debates. This will be outlined in our sensitive topics policy. Below are some general rules that members should adhere to:
  - a. Do not treat the view of the nation you are representing as though they are your own.
  - b. In the event that a member is representing diplomatic views that would otherwise violate the code of conduct, they should treat the views as neutrally as possible and avoid conflating themselves or other members with the views.
  - c. When representing views that would otherwise violate the code of conduct, members should maintain strictly diplomatic language outlined in the sensitive topics policy.



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## DELEGATE CONDUCT

As a delegate, you are expected to accurately represent the policies and perspectives of the country or actor you are simulating, even if they differ from your personal opinions or lived experiences. Your responsibility is to portray this role in a realistic, constructive, and respectful manner.

During unmoderated caucuses, where structured speaking rules may be relaxed, please remain mindful of your tone and language when discussing sensitive matters. Avoid straying into personalised or provocative discourse that detracts from the diplomatic integrity of the simulation.

While we encourage robust and open debate, all speeches should be delivered with due regard for this policy. If your contribution involves a particularly sensitive issue, the Dais may intervene to assess its suitability.

## CHAIR RESPONSIBILITIES

Chairs play a critical role in shaping the tone and quality of debate. In preparing study guides and background materials, Chairs are expected to maintain neutrality and fairness, consulting the Secretariat when in doubt. During committee sessions, your role is to act as a neutral facilitator, ensuring discussions remain respectful and fact-based. Chairs must also provide delegates with clarity and guidance on how sensitive issues relate to the committee agenda, especially if these topics have been previously approved for inclusion. You are responsible for fostering a space where all voices can contribute without fear of intimidation or discomfort. If a sensitive or inappropriate comment arises, it is your duty to address the matter promptly and, if necessary, escalate the issue via your designated secretariat contact.

## ADVISOR RESPONSIBILITIES

Faculty Advisors and Head Delegates have a responsibility to ensure their delegates are aware of this policy before and during BathMUN. You are encouraged to remind your delegation to engage in committee with the professionalism, respect, and awareness expected of international representatives. BathMUN is firmly committed to fostering a safe, respectful, and inclusive environment for all participants. We will take all appropriate and timely action in response to any complaint or awareness of conduct that violates this policy. If you experience or witness harassment, discrimination, or inappropriate conduct, we encourage you to report the matter as soon as possible. Where you feel comfortable doing so, you may initially approach a designated Secretariat member.





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