



STAFF EQUITY POLICY

Updated by Director-General of Equity, **Sofiya Ihnativ** (2025)



Disclaimer:

The following document is to lay out the **guidelines and procedures for reporting and handling equity concerns** during the University of Regina Model United Nations Conference (URMUN25). All participants involved in the conference are expected to carefully read this policy before attending any URMUN25 event. **This policy applies for the entire duration of the URMUN25 Conference**, which includes, but is not limited to, committee sessions, breaks between sessions, and any formal or social events organized as part of the conference. **For information on how to contact the Equity team, please refer to the "Methods of Contacting Equity" section** on Page 6.

Interpretation and enforcement of this policy will be overseen by the Director of Equity (Sofiya Ihnativ) and the Deputy Secretary-General (Joshua Oriade). The standard for behavior or speech that is considered a violation of this Equity Policy includes, but is not limited to, any conduct directed towards another participant or group that could reasonably be inferred as disrespectful, discriminatory, or inconsiderate. URMUN reserves the right to determine what constitutes bullying, harassment, and/or inappropriate behavior toward any individual or group.

This policy aims to ensure an inclusive and respectful environment for all participants, irrespective of their race, gender, sexual orientation, nationality, religion, or any other personal identity. URMUN25 is committed to promoting equity and upholding the values of mutual respect and understanding.



URMUN is dedicated to provide professional, fun, and valuable experience to all attendees. In order for this to be, everyone attending has to abide by the policies of URMUN. The following document will outline the equity policy specifically for Staffs/Officials. URMUN also provides documents on Code of Conduct and Delegate Equity, which can be found on our [website](#). Please make sure to read and familiarize yourself with these documents as the content in them applies to all during the URMUN conference, and failure to abide by and/or violation of any of these policies will result in consequences.

URMUN reserves the right to the final interpretation of this document, and to impose consequences for those violating and not abiding by URMUN's equity policies.

Harassment, Discrimination and Bullying

1. Harassment during the conference will not be tolerated in any form. Conference participants have to be respectful to each other and are not to discriminate on the basis of race, national origin, ethnicity, colour, religion, sex, age, mental and physical disabilities, or socioeconomic status.
2. All attendees are forbidden to harass, discriminate or bully others through any form of communication, such as verbal or written, through any digital mediums, or any gestures, sounds, or touching.



Physical Violence

1. Attendees are forbidden to engage in physical violence that can result in injury, emotional stress, death or any other harm against an individual or a group of people.
2. All attendees are also forbidden from threatening anyone with physical violence and from showing any gestures that might indicate physical violence (e.g. fist showing).

Sexual Harassment

URMUN25 has a zero-tolerance policy for all forms of harassment, discrimination, or inappropriate conduct. All attendees are expected to report any instances of such behavior to the Director of Equity, Sofiya Ilnativ, promptly upon witnessing or experiencing any of the following:

Sexual harassment includes any of the following unwelcome or non-consensual acts or behaviors, whether directly or by implication:

Physical contact and advances:

1. - Unwelcome physical touching or gestures
2. - Inappropriate proximity or invasion of personal space

A demand or request for sexual favors:

1. - Explicit or implicit solicitation of sexual favors as a condition for professional or academic opportunities.



Making sexually suggestive or inappropriate remarks:

- Comments that are sexually charged, derogatory, or degrading
- Remarks targeting someone's appearance, attire, or private life in a sexual context

Exhibiting sexually explicit material:

- Displaying or sharing pornographic or sexually explicit images, videos, or other content, either digitally or physically

Verbal conduct of a sexual nature, including but not limited to:

- Unsolicited comments about someone's age, gender, or lifestyle
- Patronizing or demeaning remarks, advances, or jokes with sexual undertones
- Persistent and unwelcome invitations for social engagements, including dates or physical intimacy
- Insulting remarks based on the sex, gender, or gender identity of an individual
- Sending sexually explicit or suggestive messages via any medium (e.g., phone, email, social media)

Non-verbal conduct of a sexual or inappropriate nature, including but not limited to:

- Displaying sexually suggestive or inappropriate materials in shared spaces
- Making sexually suggestive gestures
- Whistling, leering, or other unwelcome behaviors, such as catcalling

Illness Policy

1. To maintain the health and safety of all delegates, staff, and guests, any attendee displaying symptoms of COVID-19, RSV, the Common Cold, Influenza, or any other infectious illness, and/or who has **tested positive for any of these illnesses, must refrain from attending the conference.**



2. Staffs/Officials who have recently (within one week of the conference) been in close contact with someone who tested positive for COVID-19 but are not displaying symptoms are strongly encouraged to take a rapid test and self-monitor in the days leading up to and during the conference.

3. Should you begin to experience symptoms or feel unwell at any point during the conference, please notify a member of the Secretariat immediately.

4. If you have concerns about your health, safety, or overall wellbeing, you are encouraged to speak with a member of the Secretariat or reach out to the Director of Equity, Sofiya Ihnativ, at equity@urmun.org. Additional methods of contact will be made available through the conference guide.

5. While URMUN25 will take all reasonable precautions to maintain a healthy environment, neither URMUN25 nor its affiliated partners accept responsibility for any illness contracted during the conference.

Accessibility

URMUN25 desires for everyone to have the ability to participate in the conference. Understanding the importance of ensuring that everyone has equal access, URMUN will try to provide all the necessities for those who require them. If any of the attendees will require accommodations please contact our Director-General of Equity, Sofiya Ihnativ, at equity@urmun.org or our Deputy Secretary-General, Joshua Oriade, at operation@urmun.org.



How To Report

If you experienced or witnessed a violation of the equity policy, please do not hesitate to report it right away. This can be done in four ways:

Report it in-person to the Director-General of Equity, Sofiya Ihnativ. The Director-General of Equity will periodically visit the committees, so if you have any complaints you can talk to Sofiya Ihnativ personally.

Report it through email to the Director-General of Equity, Sofiya Ihnativ, at equity@urmun.org or the Deputy Secretary-General, Joshua Oriande, at operation@urmun.org who will then inform the Director-General of Equity of the issue.

1. Note: It is advisory to contact the Director-General of Equity, Sofiya Ihnativ, as she will monitor the emails specifically for any violations of the equity policy.
2. Submit the URMUN25 Official Equity Contact Form through the following link: <https://forms.gle/hJ97TiCYhRoknq2q9>. This link has the option to ensure your complaint remains anonymous. This form will only be monitored by the Director of Equity, Sofiya Ihnativ
3. Contact your respective Branch Director or Secretariat Member
4. Message Sofiya, Ihnativ Director-General of Equity, on the URMUN25 Officials Communication Platform.

The Secretariat reserves the right to impose restrictions on participation or expel attendees from the Conference for inappropriate behaviour, including, but not limited to, the violation of the equity provisions above. By attending the conference, you agree to abide by the equity provisions above.

*Attending the URMUN requires each attendee to agree and abide by the Code of Conduct and the Equity Policy. Each attendee participating in the conference must agree and abide by these documents. Attendees will be held responsible for any violations. The Secretariat of URMUN reserves the right to restrict or expel any Attendee violating the policies.



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