

# Code of Conduct for The Zurich Conference 2025

## 1. Core Position

The Zurich Conference (ZuMUN) is dedicated to creating a safe and respectful environment for all attendees, regardless of race, gender, sexual orientation, age, disability, or any other protected characteristic.

- 1.1. Harassment of any type will not be tolerated and will be dealt with promptly and effectively. This policy outlines what constitutes harassment, the steps that attendees should take if they experience or witness harassment, and the consequences for those who engage in harassing behavior.
- 1.2. Any form of non-consensual drug or alcohol use will not be tolerated. Drink spiking, the act of putting drugs or alcohol into someone's drink or body without their consent, is illegal and dangerous. This policy outlines the conference stance on spiking and the measures that will be taken to prevent and respond to incidents.

## 2. Definition of Harassment

Harassment is any unwanted physical or verbal conduct that creates a hostile or intimidating environment. This may include but is not limited to:

- 2.1. Sexual harassment, which may include unwanted sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.
- 2.2. Racial harassment, which may include derogatory remarks or slurs based on race, color, or national origin.
- 2.3. Religious harassment, which may include derogatory remarks or slurs based on religious beliefs or practices.
- 2.4. Disability harassment, which may include derogatory remarks or slurs based on disability.
- 2.5. Gender harassment, which may include derogatory remarks or slurs based on gender.
- 2.6. Sexual orientation harassment, which may include derogatory remarks or slurs based on sexual orientation.
- 2.7. Other forms of harassment based on any other protected characteristic.

### **3. Definition of Spiking**

Spiking is the act of adding drugs or alcohol to someone's drink or body without their consent. This can be done for a variety of reasons, including to incapacitate the individual, to control their behavior, or to exploit them. Spiking can result in serious physical and psychological harm, and it is illegal. ZuMUN does not tolerate any form of drink spiking or other non-consensual drug or alcohol use. This includes, but is not limited to:

- 3.1. Adding drugs or alcohol to someone's drink or body without their consent.
- 3.2. Knowingly serving or providing drugs or alcohol to someone who is already under the influence.
- 3.3. Participating in any other form of non-consensual drug or alcohol use.

### **4. Prevention of incidents**

ZuMUN will take the following measures to prevent incidents of spiking:

- 4.1. Providing education and awareness on the dangers and consequences of harassment and/or spiking to all the conference attendees.
- 4.2. Encouraging individuals to keep an eye on their own drinks and to never leave them unattended.
- 4.3. Encouraging individuals to report any suspicious behavior or incidents to the designated safe people and/or the organization committee and/or chairs.

### **5. Accountability**

Harassment and/or spiking can be committed by anyone attending the conference, including but not limited to delegates, chairs, crisis backroomers, volunteers, faculty advisors, speakers, and organization committee staff. Harassment can also occur outside of conference events, such as through digital communication, if it affects the conference environment.

### **6. Reporting Procedure**

If an attendee experiences or witnesses' harassment and/or spiking, they should immediately report it to a conference staff member or the designated safety person, which can be identified at every social event. The victim may choose to report the incident to the relevant authorities, such as the police and if necessary, seek immediate medical attention. All reports of harassment will be investigated promptly and confidentially by the safe people committee & the Co-Secretary-Generals.

## 7. Confidentiality

The privacy of all parties involved in a harassment and/or spiking report will be protected to the greatest extent possible. Information about the report and the investigation will be shared only with those who have a need to know in order to resolve the matter. All reports of harassment and/or spiking will be investigated promptly and confidentially.

## 8. Training and Education

All designated safety staff will receive training on the anti-harassment policy, what constitutes harassment, and how to respond if they receive a report of harassment. Conference attendees will also be made aware of the policy.

## 9. Consequences

Violation of the anti-harassment policy will result in immediate removal from the conference, and the individual may be banned from future conferences. Retaliation against someone for reporting harassment or participating in an investigation is strictly prohibited and will also result in removal from the conference and potential banning from future conferences. ZuMUN will also cooperate with the relevant authorities to ensure that individuals who engage in harassment and/or spiking are held accountable under the law.

## 10. Conclusion

The Zurich Conference is committed to creating a safe and respectful environment for all individuals. This policy is designed to ensure that everyone is treated with dignity and equality and that harassment and/or any form of non-consensual drug or alcohol use, including spiking, is not tolerated. Individuals who violate this policy will be removed from the conference, and those who experience or witness harassment and/or spiking are encouraged to report it immediately to conference staff.

**The Co-Secretary-Generals:**



Theodor Babusiaux



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