**Athens EUDC 2019 Equity Policy**

**Introduction**

In accordance with the Constitution, the purpose of the Championships is the promotion of debate, the free exchange of ideas and European and international contact and cooperation. **Participants should (wherever possible) not be meaningfully excluded from full participation in the Championships based on factors of sex, race, gender identity, age, sexual orientation, nationality, disability status, institutional affiliation, or any other protected characteristic**. The purpose of the Equity policy is to ensure all participants at Athens EUDC 2019 are treated with respect and consideration for their safety during the Championship’s events. It applies to all participants and organisers, who are expected to familiarize themselves with the contents of this Equity policy prior to the start of the Championship.

The Equity team’s role is to ensure that if a participant feels personally victimised to the extent that they cannot continue to participate fully in a debate round due to remarks made in a debate, or feel unsafe during the Championship due to the conduct of other participants, that these concerns can be discussed with all participants affected, and a reasonable resolution can be found. The role of the Equity policy and team is overwhelmingly to act as a mediation mechanism, rather than a punitive one.

The Equity policy is not exhaustive and does not include all possible breaches or remedies. The Equity team reserves the right to make decisions in situations not covered by the Equity policy as they deem appropriate. There are also possible instances of breaches of participants’ rights and safety that the Equity team is not equipped to deal with, even with the best of intentions and at the limits of their capacities. In instances where the appropriate action is to call for emergency responder services or other professional services tasked with ensuring safety and the rule of law, participants are expected to fully comply with such procedures outside the direct remit/control of the Equity team.

In their decision making, the Equity team is independent from the organising committee, the CA team and the EUDC Council, however all decisions will be made in accordance with this document and the relevant rulings as prescribed by EUDC Council.

**How to contact the Equity team**

* Please note that you can approach any individual member or members of the Equity team if you wish to discuss an issue that has caused you concern, even if you are not sure if you want to file a formal complaint at that stage.
* Verbal complaint: you may approach any of the Equity Officers at any point throughout the Championships if you wish to make a verbal complaint.
* Written complaint: you may submit a complaint in writing using the Equity box available at the designated point or the Equity team email address. Please include your name and relevant contact information for the Equity team to contact you regarding the complaint. Submitting an anonymous complaint is possible, but will severely restrict the ability of the Equity team to mediate on the matter.
* Phone: you can reach an Equity officer using an Equity phone number at any point throughout the Championships.
* Mail: prior to (and during) the Championships, the Equity team can be reached at athenseudcequity@gmail.com.

**Who does the Equity policy apply to?**

This Equity policy applies to all participants (including all speakers, adjudicators, observers and organisers) of Athens EUDC 2019.

**Where does the Equity policy apply?**

This policy extends to all parts of the competition within the venues provided by the tournament and to all interactions conducted as part of the championship (including, but not limited to: meals, time in-between debates, transportation organized by the championship, all formal and social events organized by Athens EUDC 2019).

**Important Greek laws to be familiar with**

All conduct at Athens EUDC 2019 is first and foremost subject to the law of Greece. All participants are expected to act in accordance with the law. Resolutions of legal matters are not in the purview of the Equity team, but if a participant prefers to contact a member of the team to assist with putting them in touch with the responsible authorities, they are welcomed to do so.

The criminal code in Greece defines rape as as any non-consensual sexual act. (In contrast to most other European countries, where a degree of duress needs to be proven, in Greece the definition includes all situations where victim didn’t give consent).

In Greece, one must be 18 years of age to purchase alcohol and drink in public.

**What does Equity involve?**

Unequitable behaviour encompases a range of behaviours that can be very different from each other, ranging from entirely unintentional to purposeful, and from misunderstandings to malice. Please keep in mind that cases will be treated based on their specifics, and that we are not implying equacy between the behaviours listed here (or even different instances of the same behaviour).

Equity involves comments, gestures or any behaviour that can be seen as attempting to exclude an individual from meaningfully participating in the debate or other activities of the Championship, or may be threatening to their safety. This includes but is not limited to:

* Intimidating or threatening behaviour towards any individual who is part of this competition (including volunteers and support staff) such as: yelling, harassing, threatening, acting in a physically or verbally aggressive fashion. Please be mindful of that fact that often certain standards of what may be perceived as aggressive behaviour change depending on cultural backgrounds (for example, the extent of personal space expected, the tone of speaking, etc). Certain participants may feel less comfortable with conduct that may be considered normal for others. When in doubt, err on the side of caution.
* An attack against an individual’s identity, personhood or framework of beliefs. This includes, but is not limited to: derogatory remarks about an individual's race, class, gender, sexual orientation, mental health, language status, disability, nationality, appearance, educational or professional background, religious affiliation or lack thereof, and political ideology. Please note that you should refrain from such derogatory comments even if you believe (or even think you know) that they do not apply to an individual who is in attendance. In a debate, arguments referring to different groups do not inherently constitute Equity violations, and it is understandable that in the context of a debate generalisations may be made. This might constitute an Equity violation in cases where the remarks are derogatory in nature.
* Use of inflammatory or triggering language, particularly in debates where discussion of sensitive and difficult subjects such as mental health, rape, violence, abortion or abuse might be necessary. Please note that there is a distinction between passionate, emotive language, and triggering language, but when in doubt we would urge you to err on the side of caution. Be sensitive to the fact that motions often affect real people, maybe even someone in the room. Use of personal information about a speaker to deliberately upset them will be taken very seriously. Arguments referring to such sensitive subjects do not automatically constitute Equity violations, and can be useful persuasive mechanisms in certain debates. When making such arguments, please do make sure to pay attention to the way in which they are presented to avoid causing discomfort to other participants.

**Equity rules apply to unsolicited sexual advances**. Please be mindful of power dynamics in any situation and whether an individual may feel coerced into consenting or not objecting to invasive or threatening behaviour. Please adopt a standard of positive consent, in accordance with the Greek law. Bear in mind that consent must be actively sought, is specific to a particular act, can be withdrawn at any time, and must never be presumed. If in doubt, err on the side of caution. Please note that sexual harassment first and foremost falls under the purview of the Greek law, but the Equity team reserves the right to take measures within the scope of the Championship and this policy in cases where a legal avenue is not pursued by the individuals involved, if the team deems it necessary to ensure the safety of participants.

**Scope of Equity policy & issues Prior to Athens EUDC 2019**

Incidents that happened prior to Athens EUDC 2019 and would require fact-finding are not possible to ascertain on our part, due to both practical and legal constraints. This means that measures that require such fact-finding about events prior to Athens EUDC 2019 also cannot be considered by us.

Prior incidents are in the purview of the Council Equity Officers and you can contact them for help.

If you need to make arrangements for your personal well-being with regards to prior Equity incidents, we will look at the best way to accommodate you. Please contact us, preferably by mail. All information you give us will be treated confidentially and information on the nature of the Equity issue will not be shared by any other member of the Athens EUDC orgcom, Language Team or CA team.

If the only arrangement you would like to make involves the clashing of a person, please refer to the Clash Policy for information on how to proceed.

**Policy on Gender Pronouns**

In accordance with the Warsaw EUDC 2016 Council decision, Athens EUDC 2019 will adopt Gender Pronoun Introductions.

We invite speakers to use gender neutral language as a default in rounds. You are encouraged to refer to other speakers in the room using their position in the debate (“leader of the opposition”, “government whip”, “judging panel” etc.) Chairs should leave the opportunity for speakers to declare their pronouns, without explicitly requiring them to do so, when asking for speaking positions. Speakers are at liberty to either state the pronoun they wish to be addressed as, not state their pronoun, state that they don’t want to be gendered or state ‘no preference’.

This deviates from previous practice in which speakers are asked for their pronouns, and instead all speakers are expected to use gender neutral language as the standard unless a speaker or judge explicitly indicates otherwise.

This policy is adopted to make people of all different gender identities feel welcomed at the competition. If you misgender someone, this can be an honest mistake. Please seek to rectify your mistake at your earliest convenience. If you feel misgendered, you can communicate this to the person who caused it. As in all circumstances, the Equity Officers are available for these types of situations as well.

**Policy on missing rounds due to legitimate reasons**

In accordance with the EUDC Constitution, when speakers miss rounds in “cases of illness and mental health considerations” during the three days of preliminary rounds, this is handled differently than if they had missed rounds for no legitimate reason at all.

If a member of a team is taken ill and requires medical treatment, or when a recognised medical condition (including mental health considerations) prohibits them from participation in a given round, the other member of the team is entitled to participate in the round as an 'iron-person' team (a team where one speaker does two speeches). The team in question will still be eligible to break and speaker(s) in the team may still compete for Top 10 speaker positions. This policy may be applied to a maximum of 6 preliminary rounds.

The team in question will receive team points as earned during the round, and the speaker that spoke during the round will receive the higher of the two speaker scores from the round. The absent team-mate will receive 0 speaker points.

This rule shall operate at the discretion of the adjudication and Equity team. The adjudication and Equity teams retain the right to deny speakers from using this policy. In case of a dispute between the Equity and adjudication teams, the Equity team will make the call. It is recommended that individuals in need of medical help should seek out medical help before contacting the Equity and adjudication teams.

While the Constitution only explicitly refers to cases of illness and mental health considerations, this policy will also apply to cases of Equity considerations more broadly, even when they are not explicitly a medical/mental health concern. This will also operate at the discretion of the Equity and adjudication team, as outlined above.

This policy does not apply to cases where speaker(s) miss a round for reasons outside those of illness, mental health considerations, or broader Equity considerations. In those cases, a team will be considered to have missed a round without a valid reason, receiving 0 team points and 0 speaker points.

If both speakers in a team miss a round, the team will also receive 0 team points and 0 speaker points, even if both speakers are missing the round for the types of reasons outlined above.

Repeated or inequitable instances of missing rounds might result in expulsion from the tournament.

**Policy on clashes**

Clashes between teams and judges can be used in situations where individuals feel that a fair adjudication cannot take place, for instance through emotional ties between teams and judges, or due to discomfort, e.g. due to behaviour that constitutes Equity violations. At the same time, inserting clashes can also be used for various other reasons that don’t fall under the purview of Equity or aren’t in the spirit of the competition (for example, clashing judges tactically because you dislike them or think they are not good, or judges clashing teams they do not want to watch). These clashes are considered invalid, and thus a balance must be struck.

We **do not place any limits** on how many clashes **judges** can input. For this reason, if you as a speaker have a personal clash with a judge, please ask this judge to input a clash with you [through this form](https://docs.google.com/forms/u/4/d/e/1FAIpQLScL7WKLIBC_en1WCFsTvkHpwCnj3HWecXry0U0TPEfCPHzkiw/viewform?vc=0&c=0&w=1&usp=mail_form_link). This form will be accessible to the Equity and tab team, and while we reserve the right to investigate a potential violation of competition rules, we expect all clashes from this form to be approved.

If for whatever reason you are unable to ask this judge to clash you, you can request this clash to the Equity Team by contacting them [through this form](https://docs.google.com/forms/d/e/1FAIpQLSdh4yiieGJyoy26BZUAhWkV59iQ9ASuPt3MoV1HCRbGwhWJOA/viewform?vc=0&c=0&w=1), or through any of the other means available above during the competition. Please add your name, the name of the person you intend to clash, the reason you wish to clash this person and a method of contacting you if any further questions arise (ideally an e-mail address). All information provided through this form is confidential, and the Equity Team will not share your reasons with anyone, and will only share the identity of the individuals concerned with the Tab team.

**Due to GDPR concerns, we are unable to publish a participant list in advance.** Please send us all clashes you believe will be relevant for this competition. **Strictly where it is feasible**, please check directly with the individual(s) you need to declare clashes for if they are attending the tournament. You don’t need to declare clashes once you know they aren’t attending, but should do so if you’re uncertain. As soon as individual registration allows, the tab will give participants access to a participant list via Tabbycat, so you can use that data to confirm your clashes.

Clashes need to be filled in by 12.00 AM EEST, on the 31st of July. **PLEASE MAKE SURE** that you figure out what that means in terms of time-zone differences.

If the tab team finds that speakers have clashed individuals, but have not been in contact with the Equity Team, they may find their clashes invalid.

Note: abusing the clash policy (e.g. using it to optimize the judges allocated to you) is a violation akin to cheating. Such action can trigger punitive measures taken against the judge/team pursuing such strategy.

*During the competition*

The Tab team will also be adding clashes during the tournament, but clashes submitted during the tournament will require Equity approval, so they might not instantly go into effect. In case there is an oversight, there will be a member of the Equity or tab team available to fix clashes or any other issues when the draw is being run and after the motion has been announced. Issues that teams have will be the first issues sorted, following which issues that judges have will be sorted. This is in order to allow speakers the full extent of their prep time.

**Policy on the use of electronic devices**

In principle, electronic devices are not allowed to be used for any purpose during a debate other than looking up words through electronic dictionaries or for timekeeping. Individuals with conditions such as dyslexia or dyspraxia may wish to use an electronic device for note taking. These individuals can contact the Equity Team to be allowed usage, ideally with proof that they need this exception (such as a doctor’s note, diagnosis, proof of an earlier exemption granted at a debating competition, extra time for sitting university exams, etc.)

**Accessibility Requirements**

During registration those who have accessibility requirements have hopefully filled in those requirements. If those requirements have changed, please contact the Equity team along with a description of your updated requirements, and we will do our best to accommodate them. If you no longer have any access requirements (for instance, if you were walking on crutches but now no longer need them), please also let the Equity Team know about this at your earliest convenience.

During the draw, rooms that are accessible to those with special requirements will be marked on the draw with the word “accessible” after the room number.

If you have accidentally been placed in a less accessible room, please understand that this was not done deliberately. Either yourself or a representative (such as your partner) can approach the tab desk promptly so it can be fixed.

**Complaint resolution process guidelines**

* The first step to consider is to speak to the individual who has upset you. Debating is a high-stress activity performed by individuals with different personal and cultural backgrounds. The speaker may not have intended to cause hurt or offence, or may not have realised why their behaviour upset you, and talking might help.
* All of us have, at some point of time or the other, said or done things that we have later regretted. If you are the person who has said something that might potentially be an Equity issue, please self-correct and apologise.
* If you do not feel comfortable discussing it with the individual in question, or if you do not feel it was resolved successfully once you have discussed it, please approach an Equity officer. You can ask a friend or a senior member of your delegation to join you. The primary role of the Equity team is to act as an independent mediation mechanism, aiming to reach a resolution to any dispute.
* The Equity team will treat all discussions and complaints with a high level of confidentiality. Where it is deemed necessary by the Equity officers, information might be shared with third parties (including but not limited to the CA team and the Organising Committee), but only once the party involved has been informed.
* In cases where a party wishes to appeal the decision of the Equity team, they may do so by informing the Equity team. A separate appeals team will be available, and will not include the Equity officers who were involved in making the original decision.
* In certain scenarios, the Equity team might ask an individual to temporarily leave a part of the competition (a room, a social), in order to prioritise the safety and well-being of other participants. This does not imply a decision has been reached and the person in question has been found to be at fault, but rather it will provide the time to allow for the successful resolution of the situation. Any long-term expulsion (i.e. removal from the entirety of the tournament) can be used in extreme situations, and only once the Equity team has deemed it necessary, on the basis of the balance of probabilities. The Equity officers will report their findings and recommendations to a panel consisting of members of the CA team and the convening team, who will make the final decision. The announcement will not be made public. Should an individual be asked to leave the competition and the premises, we will not reimburse their reg fees and will withdraw their funding (in the case of funded independent adjudicators).
* The Equity team may opt to contact the Equity teams of previous EUDCs or WUDCs to establish facts about Equity violations at those tournaments, if it is deemed necessary. A participant may not be punished on the basis of violations committed at other events prior to Athens EUDC 2019.