

# YorkMUN 2022

## Welfare Policy

USG for Welfare: Eloise Hatton  
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### Delegates:

1. Respect every individual at this conference, that includes but is not limited to chairs or crisis staff, delegates within your own and in other committees, and members of the secretariat
  - a. This respect must be regardless of race, ethnicity, gender, sex, sexual orientation, disability, or any personal relation you may have to them
2. Recognise that the opinions of delegates within committee are the opinions of the country they are representing
  - a. Avoid personal pronouns within committee sessions to reinforce this idea and personal attacks against delegates will not be tolerated
3. Delegates are reminded to refrain from using unparliamentary language
4. Remember that people attending the conference will have different levels of experience and confidence with MUN and conferences, so should not be made to feel uncomfortable when asking questions or making mistakes
5. Delegates are reminded that individuals under 18 may be in attendance and therefore must act accordingly
6. If at any point individuals have concerns regarding welfare - such as feeling unsafe or uncomfortable, or people have acted inappropriately - please get

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in touch with a member of the secretariat such as USG Delegates, the USG Welfare, visit the welfare room, or report it via the google form as seen below

- a. USG Welfare email: [welfare@yorkmun.com](mailto:welfare@yorkmun.com)
- b. USG Delegates email: [delegates@yorkmun.com](mailto:delegates@yorkmun.com)
- c. Google form: <https://forms.gle/BEc9a7a9LzVbaoe67>
- d. Welfare room: PZA/115 (provisional)

#### Chairs:

1. Respect every individual at this conference, that includes but is not limited to chairs or crisis staff, delegates within your own and in other committees, and members of the secretariat
  - a. This respect must be regardless of race, ethnicity, gender, sex, sexual orientation, disability, or any personal relation you may have to them
2. Encourage delegates to use parliamentary language and to treat one another with respect
  - a. This includes but is not limited to zero tolerance towards personal attacks, derogatory comments or other forms of insult that delegates may make against one another
3. Remember that people attending the conference will have different levels of experience and confidence with MUN and conferences, so should not be made to feel uncomfortable when asking questions or making mistakes
4. Chairs must recognise that individuals under 18 may be in attendance and therefore must act accordingly
5. Punishments of any kind will not be tolerated

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6. Chairs are reminded that in the allocation of funny awards, these awards must not be targeted against specific individuals or be malicious in nature
  7. If a delegate is behaving in a manner that is making chairs or other delegates uncomfortable, it is important that chairs deal with this appropriately
    - a. Chairs should begin by communicating any issues with behaviour to the delegate in question discreetly - such as through a note or taking the delegate to the side - and notifying welfare of the issue
    - b. If the behaviour continues, the chair should report this to USG Welfare, or USG Chairing and USG Delegates
    - c. If the behaviour is deeply upsetting or unsettling, chairs are in a position to remove delegates from the room but must notify welfare and the secretariat of this immediately
  8. If a delegate approaches you with a welfare concern, or you would like to report a welfare concern, please report this to USG Welfare or USG Chairing (ideally with the delegate) through the google form, emailing, or visiting the welfare room
    - a. USG Welfare email: [welfare@yorkmun.com](mailto:welfare@yorkmun.com)
    - b. USG Chairing email: [chairing@yorkmun.com](mailto:chairing@yorkmun.com)
    - c. Google form: <https://forms.gle/BEc9a7a9LzVbaoe67>
    - d. Welfare room: PZA/115 (provisional)

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Crisis:

1. Respect every individual at this conference, that includes but is not limited to chairs or crisis staff, delegates within your own and in other committees, and members of the secretariat
  - a. This respect must be regardless of race, ethnicity, gender, sex, sexual orientation, disability, or any personal relation you may have to them
2. Remember that delegates within the conference will have varying levels of experience and confidence within crisis and conferences, therefore delegates should not be made to feel uncomfortable with any mistakes or questions that they may have
3. Crisis Staff and delegates are reminded that individuals under 18 may be in attendance and therefore must act accordingly
4. Crisis Director and Assistant Director are to ensure that allocation of roles is gender, race, ethnicity, sexuality, etc blind
5. All characters should be relatively equal in power or skill set regardless of the time and characteristics of of the person
6. Derogatory language, such as slurs, of any kind within directives and the conference shall not be tolerated, even if it can be considered "historically accurate"
  - a. Delegates are expected to uphold this and backroom and directors are expected to encourage and enforce this
7. Directives exploiting or targeting vulnerable groups will not be tolerated
  - a. This includes but is not limited to participating within any form of slave trade, genocide against any groups, discrimination by race, etc
8. Encourage and ensure that directives are PG-13 in nature
  - a. Directives can be well written and imply many things without going into unnecessary details

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- i. For example, it is a totally legitimate measure to burn a village to the ground, but a directive that details how you go about torching it is unacceptable
      - b. Backroom and Directors are able and are encouraged to tell delegates where their directives cross lines, are too explicit, or break the welfare policy
    9. If a delegate is behaving in a manner that is making directors, backroom, or other delegates uncomfortable, it is important that this is dealt with appropriately by the Crisis Director. In the event that the Crisis Director feels they are unable to do this, they must contact USG Welfare, USG Chairing, and USG Delegates
      - a. Crisis staff should begin by communicating any issues with behaviour to the delegate in question discreetly - such as through a note or taking the delegate to the side - and notifying the Crisis Director of the issue. The Crisis Director is expected to keep an eye on the issue and inform USG Welfare/USG Delegates/USG Chairing.
      - b. If the behaviour continues, crisis staff should report this to the Crisis Director who must immediately inform welfare or another member of the secretariat
      - c. If the behaviour is deeply upsetting or unsettling, Directors are in a position to remove delegates from the room but must notify welfare and the secretariat of this immediately
    10. If a delegate approaches you with a welfare concern or you would like to raise one independently, please report this to welfare (ideally with the delegate) through the google form, by emailing, or by visiting the welfare room
      - a. USG Welfare email: [welfare@yorkmun.com](mailto:welfare@yorkmun.com)
      - b. USG Chairing email: [chairing@yorkmun.com](mailto:chairing@yorkmun.com)
      - c. USG Delegates email: [delegates@yorkmun.com](mailto:delegates@yorkmun.com)

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- d. Google form: <https://forms.gle/BEc9a7a9LzVbaoe67>
  - e. Welfare room: PZA/115 (provisional)

Socials:

1. Everyone attending the conference is reminded that they must respect one another regardless of race, ethnicity, gender, sex, sexual orientation, disability, or any personal relation you may have to them while attending social events
2. Individuals are reminded that individuals under 18 may be in attendance and therefore must act accordingly
3. Chairs, directors, backroom, and secretariat must recognise that they may hold a position of power over delegates at socials and must be aware of this at social events
4. If any individual feels uncomfortable or unsafe during social events, or anytime during the conference, please contact welfare or the secretariat
  - a. Welfare email: [welfare@yorkmun.com](mailto:welfare@yorkmun.com)
  - b. Google form: <https://forms.gle/BEc9a7a9LzVbaoe67>