



Equity Policy for the Oxford IV 2017

We endorse the NUDC England Equity Policy and Code of Conduct document, [available online](#). This document aims to concisely set out the principles and procedures we will be working by at the Oxford IV this year.

OUR EQUITY OFFICERS

We are collectively available at equity@oxfordiv.com.

Emily Frizell - Undergraduate student at King's College London (077 949 68625)

Brian Wong - Undergraduate student at University of Oxford (+852 90327686)

Jodie White - Undergraduate student at University of Oxford (077 949 68625)

If you are unable or unwilling to speak to either of the equity officers, any member of the CA team may act as a substitute. Furthermore, if in light of a potential equity issue you would rather speak with an ESL individual, Vikki Perijainen (Undergraduate student at Oxford University) will be available.

CONDUCT AT THE COMPETITION

Our guiding principle is that no-one should feel unjustly excluded from debating and that a base level of respect towards others at the competition is expected of everyone. To that end we will not tolerate any of the following:

- Offensive language, particularly including insults based on characteristics such as gender, sex, sexual orientation, sexuality, disability, religion, race, nationality, ethnicity, educational background, age, appearance, or class. We will consider offensive generalisations about such characteristics as equally problematic.
- Bias, disrespect or discrimination towards speakers who speak English as a second language (ESL) will not be tolerated at Oxford IV.
- Casual or insensitive use of potentially triggering rhetoric and language (particularly including the language of violence or sexual assault).
- Attempting to disrupt or undermine the equity systems in place at the competition (including pronoun introductions).
- Harassing, threatening, disrespectful or violent language or behaviour.

These standards apply to everyone involved with the competition, at all times.



We remind all participants to keep in mind that a joke or 'banter' within a debate may appear very differently to friends than it does to a speaker/ judge who does not know you. Joking in rooms with friends can be very off-putting to participants who are not made to feel they are in on the joke. Please consider the appropriateness of such 'banter' before making jokes during a debate round as well as keeping in mind that debating is a public activity, and in-jokes, friendly teasing and 'banter' should be made (if at all) in such a way that others within earshot are clear no offense is meant or taken.

PRONOUN INTRODUCTIONS

We will be implementing pronoun introductions before every round, including out-rounds. They should run as follows:

- Once all speakers and judges are in the debate room, the chair introduces themselves by name and pronoun (e.g. "Good morning, my name is David and my pronoun is 'he', and I'll be chairing this round").
 - The chair allows the wing judges to introduce themselves by name and pronoun to the room (e.g. "Clare, my pronoun is 'she'").
 - The chair asks each speaker, team by team, for their name and pronoun (e.g. "Who's speaking first in Opening Government?" "Sarah, she" "And second?" "Alex, they").
 - Unless an individual asks otherwise, speakers may assume that someone whose pronoun is 'he' can appropriately be referred to as 'sir', 'Mr Speaker' etc., and similarly a speaker whose pronoun is 'she' may be referred to as 'madam', 'Madam Speaker' etc. Speakers may also specify that they have no preference.

SOCIALS AND ALCOHOL

We expect all participants at the socials to hold themselves to a high standard of respectful behaviour which does not risk making anyone else uncomfortable. Participants who feel they might not meet these standards when under the influence of alcohol should moderate their drinking appropriately. If an equity violation occurs while the perpetrator was drunk, we will not consider this to in any way mitigate or excuse their responsibility.

At least one of the equity officers will be present (and sober) at all socials for at least as long as they are on the Union premises.

SEXUAL INTERACTIONS AND POSITIVE CONSENT

(Sourced from the JSMM Equity Document)

When engaging in any sort of sexual interaction with another person or persons, it is vital to be aware of how to do so without violating the other person's equity/integrity. A key part of this is obtaining positive consent from the other person or persons.

Positive consent requires that in any interaction of a sexual nature, it is every individual's responsibility to actively consider the mindset of the other person and check in to ensure that they are consenting to what is occurring. It is important to note that this does not just apply to sexual intercourse or physical intimacy, but also to any situation with a sexual element, such as flirting, making sexual jokes, or suggestive bodily contact (e.g. dancing).

Unwanted touching or advances are always an equity violation, no matter the intent of the perpetrator.

CRASH

If an equity violation occurs at or in connection with crash accommodation, contact the equity officers. The consequences (which may include denial of further accommodation or moving participants to alternative crash arrangements) will be decided jointly by the equity team and crash officer.

IF AN EQUITY VIOLATION MAY HAVE OCCURRED

If a dispute can be solved through polite communication and an apology, we urge participants to try to do so in the first instance. If you witness what you think may have been an accidental equity violation (particularly as a chair judge) we strongly advise you bring the matter up so that an apology can be made and the mistake not repeat itself.

If you are unsure as to whether a formal equity complaint is appropriate, or feel some issue should be brought to the equity team's awareness, feel free to discuss the matter with an equity officer; we will keep such discussions confidential except in extreme circumstances.

An equity complaint may not be made on someone else's behalf, though when making one you are welcome to bring somebody with you for support. To make one contact either equity officer (or if not possible then a member of the CA team) in person or in writing. We will arrange to meet with you as soon as possible for your account, and will also meet with the subject of the complaint and any other relevant parties. Our aim is to resolve the dispute through mediation to everyone's satisfaction. If this is not possible then the equity team will decide whether to impose sanctions. If no sanctions are taken the complaint will remain in confidence.

POSSIBLE SANCTIONS

If the equity team is satisfied that an equity violation has occurred, we may impose sanctions on its perpetrator. These may include requiring a private or public apology, preventing a team or judge from breaking, removal from the competition or in extreme cases removal from the premises.

If (for instance a complaint of harassment at a social) it is necessary to act before a mediation process has happened to prevent the situation from escalating, we may impose immediate sanctions (e.g. requiring the alleged perpetrator to keep away from the complainant) without prejudice as to whether the alleged perpetrator is guilty or not.

CONTACT NUMBERS

Emergency Services: 999

Oxford Sexual Abuse Crisis Centre: 0800 783 6294

Oxford Nightline (20:00 - 08:00): 01865 270 270

Thames Valley Police (non-emergency): 101

Revised November 2017

