



Tallinn EUDC 2017 - Equity Policy

Introduction

The purpose of the equity policy is to ensure all participants at Tallinn EUDC 2017 feel and are safe throughout 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.

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.

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.

How to contact the equity team

- Please note that you can approach 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 boxes available at the designated points. 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 +372 53680127 at any point throughout the Championships.
- Mail: prior to the Championships, we can be reached at equity.tallinneudc@debate.ee

Who does the Equity policy apply to?

This equity policy applies to all participants (including all speakers, adjudicators, observers and organisers) of Tallinn EUDC 2017.

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 Tallinn EUDC).



Important Estonian laws to be familiar with

All conduct at Tallinn EUDC 2017 is first and foremost subject to the law of Estonia. 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 drinking age in Estonia is 18. Drinking in public is not allowed and can carry a fine.

Homosexuality is fully legal in Estonia, although public displays of affection (both from same-sex and different-sex couples) may attract stares.

The police is not corrupt (or bribeable), and capable. Please call 112 in emergencies or 110 to contact the police directly.

What does equity involve?

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. Do keep in mind that sweeping generalisations might make an argument unpersuasive, which might affect the effectiveness of these arguments in the debate. This might constitute an equity violation only in cases where the remarks are derogatory in nature, otherwise it is a matter for the speakers and adjudicators to engage with and assess their persuasiveness.
- 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 viewed 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.

- This very strongly includes 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. 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 Estonian 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 it deems it necessary to ensure the safety of participants.

Scope of Equity policy & issues Prior to EUDC Tallinn 2017

Incidents that happened prior to Tallinn EUDC and would require fact-finding are not possible to ascertain, due to both practical and legal constraints. This means that measures that require a finding of facts, such as expulsion, can also not 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 Tallinn EUDC orgcomm, 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, Tallinn EUDC 2017 will adopt Gender Pronoun Introductions.

Chairs are required to ask all speakers at the start of each round for their preferred gender pronouns. Speakers are at liberty to decline to answer or state 'no preference'. Otherwise, speakers will introduce themselves, and introduce their preferred gender pronouns (he/him, she/her, they/them, et cetera).

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 type of situations as well.



Policy on missing rounds due to illness

In accordance with the Vienna EUDC 2015 Council decision, if during the three days of preliminary rounds a member of a team is taken ill and requires medical treatment or a recognised medical condition prohibits them from participation in a given round, the other member of the team is entitled to participate in the round as an 'iron-man' team (a team where one speaker does two speeches). The team in question will still be eligible to break and compete for Top 10 speaker positions. This 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 their highest speaker points from the round. 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.

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. These clashes are considered invalid, and thus a balance must be struck.

We do not place **any limits** on judges who input clashes on Tabbie2. 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 on their Tabbie2 account.

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](#), 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. If you want to double-check if any participant will be present, [please use this list](#).

Clashes need to be filled in by 11.00 AM (GMT+2/Tallinn time), on the 14th of August.

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.

During the competition

The Tab team will have a desk outside the announcement hall that will be 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, after that issues that judges have will be sorted. This is in order to allow speakers the full extend of their prep time. Issues



for judges can be fixed during prep time as well in order to keep the competition running smoothly, although ideally this won't happen

Policy on 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 dyslexia or dyspraxia may sometimes wish to use an electronic device for note taking. These individuals can contact the Equity Team to be allowed usage, ideally with a form of proof that they have need of this exception (such as a doctor's note, diagnosis, or proof of an earlier exemption granted at a debating competition, extra time for sitting university exams, et cetera).

Accessibility Requirements

During registration those of you who have accessibility requirements have filled in those requirements. If those requirements have changed please contact the Equity team along with a description of your 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 brackets. That means that a room that looks like this: (U03-208) is accessible for individuals with special needs, whereas a room that looks like this: SOC-101 is not.

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 will 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 and all of us have, at some point of time or the other, said or done things that we have later regretted. 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.
- 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.

The logo for the Tallinn EUDC 2017 tournament. It features the word "TALLINN" in a bold, black, sans-serif font, with a stylized silhouette of a city skyline integrated into the letters. Below "TALLINN" is the text "EUDC 2017" in a similar bold, black, sans-serif font.

- 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 will not involve a finding of fault, but rather it will provide the time to allow for the successful resolution of the situation. Any more 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.