

Code of Conduct

Acknowledgement

This Code of Conduct is borrowed largely from the WSDC Student Code of Conduct.

To whom does the Code of Conduct apply?

This Code of Conduct shall apply to the following participants at the Selections process:

1. Debaters/students attending selections

Note: While this Code of Conduct applies to students, students are requested to note that adults at the Selections have also signed a separate Code of Conduct, and are therefore also covered by similar guidelines.

Agreement to abide by the Code of Conduct

1. Before the start of Selections, all students shall sign the undertaking at the conclusion of this Code of Conduct that they will abide by this Code of Conduct for the duration of the selections and workshops thereafter (both online and in person).
2. At least one parent or guardian of every debater attending the Selections shall also read and acknowledge this undertaking.

Actors responsible to ensure compliance with the Code of Conduct

1. All debaters shall ensure that they comply with the Code of Conduct for the duration of ISDS Events
2. In addition, each student's parent and/or guardian shall be responsible for ensuring that their wards comply with the Code of Conduct. This guardian should be a legal adult present in India .

What do the terms in this Code of Conduct mean?

1. "Selections" means the National Selection Process to select the Indian Debate Squad
2. "Complainant" is a person who complains about a breach of the Code of Conduct
3. "Host" means the organising team at ISDS
4. "Sexual harassment" means any unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated, offended, or uncomfortable. Sexual harassment can take on many different forms and may include physical contact, verbal comments, jokes, propositions, the display of offensive material or other behaviour which creates a sexually hostile environment. Examples of sexual harassment include but are not limited to uninvited touching, obscene jokes or comments, sex-based insults, repeated invitations to go out after prior refusal, and persistent insinuations about a person's private life. Sexual harassment non-consensual, unwelcome and without active participation, however, for the purposes of the Selection does also include behaviour specified in the 'Relationships' section. Please note that the same guidelines apply across physical and online spaces.
5. "Start of the Selections" refers to the event relating to ISDS selections

What is expected of students?

What students must do

All debaters must:

1. Behave in a respectful and courteous manner towards other participants in the Selection and in workshops held for selected students thereafter
2. Attend sessions punctually, and be actively engaged
3. Abide by any rules and guidelines set by trainers and coaches during the course of the Selections and in workshops held for selected students thereafter and carry out tasks as instructed
4. Abide by any rules, guidelines and restrictions set by the hosts to keep the Selections regulated and ensure the safety of participants
5. Abide by the laws of India

What students must not do

Students must not:

1. Make insulting comments, jokes, insults, or insinuations about another person's culture, race, religion, gender or sexual orientation (or any other protected characteristic) which may be construed as being derogatory or as harassment whether in the presence of that person or in any other forum, especially online in which the person may not be present including informal conversations or social events outside of the official Selections
2. Pass derogatory remarks or insulting comments about the Selections, workshops held for selected students thereafter itself, and trainers and organizers on any fora, especially online
3. Stalk or harass another individual
4. Engage in any form of violence or threats of violence
5. Engage in any form of sexual harassment
6. Take or use other people's property without permission
7. Intentionally cause damage to the property of other individuals or of any host venues
8. Consume any substance which they are not legally entitled to consume in the host country or supply any such substances to others
9. Consume or be under the influence of alcohol or drugs
10. Cheat in any form or manner during the selection process

Behaviour during debates /sessions

1. Students must not confront trainers in an aggressive or threatening manner during and after a debate or session
2. Feedback between teams and trainers must be given and received in a constructive and non confrontational manner

Relationships

Any romantic or sexually-based relationship between a debater (regardless of age) and an adult acting as a coach, trainer, member of the organizing committee or in any other capacity will not

be tolerated and shall be treated as sexual harassment by the adult regardless of intention or apparent consent.

Enforcement of the Code of Conduct

What happens if any participant breaches the Code of Conduct?

If a student believes that any participant has breached this Code of Conduct, they may report the breach to Ragini Srinivasan, reachable on ragini@indianschoolsdebatingsociety.com or +917990099958), the appointed Complaints Officer. In cases arising after Selections and during later training periods, the coaches of the respective teams can act as complaints officers.

What does the complaints officer do?

1. The Complaints Officer shall be responsible for:
 - a. being available to participants to receive complaints about breaches of this Code of Conduct
 - b. investigating complaints
 - c. supporting the complainant appropriately, which could include referring them to (i) a counsellor, (ii) a doctor, (iii) a lawyer, (iv) the police, (v) the student's parents/guardian
2. The Complaints Officer can resolve certain complaints themselves. If they consider it appropriate, they may discuss the complaint with the complainant and the person about whom the complaint has been made to try to resolve the matter by mediation so that both parties are satisfied with the outcome of the matter
3. At a meeting to discuss a complaint, the Complaints Officer may:
 - a. decide to take no further action
 - b. make a decision about the complaint without a hearing or
 - c. hold a hearing along with the Head of Selections about the complaint.
4. Regardless of the option taken, the Complaints Officer may also refer the complaint to the relevant authorities (such as the police) if considered appropriate

What are the rights of a person complained about at a hearing?

If the Complaints Officer holds a hearing, the person complained about must:

1. Be told what the complaint is about
2. Be told the date and time of the hearing
3. Be allowed to participate and be heard in the hearing
4. Be allowed to bring a person of their choice with them to the meeting with whom they may confer before and during the hearing
5. Be allowed to remain silent during the hearing if they so choose
6. Be allowed not to attend the hearing if they so choose.

For complainants who are not legal adults

If the Complaints Officer holds a hearing and the person complained about is not legally an adult, the Complaints Officer shall ensure the following:

1. Ensure that the person complained about fully understands their rights as set out as above before the hearing begins
2. Ensure that an adult chosen by the person complained about attends the hearing to support the person complained or, if the person complained about is unable to choose an adult to attend with them, select an adult to take on this role. The adult chosen shall attend the hearing and be able to speak on behalf of the person complained about at the hearing.

What can the Complaints Officer do without a hearing?

If the Complaints Committee reaches a decision about a complaint without a hearing, it may:

1. Dismiss the complaint; or
2. Uphold it and: (i) take no action, (ii) counsel the person complained about, (iii) warn the person complained about (iv) suspend the person complained about after informing them about the complaint

What can the Complaints Officer do at the conclusion of a hearing?

If the Complaints Committee holds a hearing, it may:

1. Dismiss the complaint; or
2. Uphold it and:
 - a. take no action
 - b. counsel the person complained about
 - c. warn the person complained about
 - d. suspend the person complained about for as long appropriate
 - e. expel the person
 - f. support the complainant in pursuing legal action

Authority of the Complaints Officer

The Complaints Officer shall inform themselves at a hearing and generally as to evidence and facts in its absolute discretion and as they see fit, subject to this Code of Conduct. The Complaints Officer's decision is final. The person complained about is not able to appeal it.