



DEBATE *cranes*

National Team Trials 2025

2025 ONLINE TRIALS

Equity Policy

4-5TH

January 2025

Discord

Equity Policy

Purpose

Debate Cranes Online Trials brings together participants from around the country to compete in a short, intensive debating event. It's structure doesn't involve physical engagement but rather an online platforms which are DISCORD and WHATSAPP. It is very important that all the participants have a common understanding of the standards of behaviour expected of them in order to maintain a safe and enjoyable event for everyone involved. The Policy is designed to to help maintain a pleasant, safe and healthy environment for everyone involved in the Championship.

Implication

This policy shall apply to the following participants in the Championship:

- (a) debaters
- (b) adjudicators (including shadow adjudicators)
- (c) registered observers
- (d) individuals assigned other roles by the host organising committee.

All participants must agree to abide by this Policy.

Equity Policy

Those who are responsible for ensuring compliance with the Policy.

(a) All participants shall ensure that they comply with the Policy for the duration of the Championship.

(b) In addition, each team, an adjudicator or a registered observer shall be responsible for ensuring that the debaters comply with the Policy for the duration of the Championship.

Equity Policy

Meaning of some of the statements or terms used.

Most of the terms used in this Policy should be self-explanatory. However, to be clear:

- (a) **“Age of majority”** means the age at which an individual becomes an adult as specified by either the United Nations Convention on the Rights of the Child or the legislation of the host nation, whichever is the older age.
- (b) **“Championship”** means the Debate Cranes Online Trials in which the people listed are participating.
- (c) **“Complainant”** means a person who has complained about a breach of the Policy.
- (d) **“Host”** means the organising committee of the country which is hosting the Championship for that year.
- (e) **“Sexual harassment”** means any unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated or offended. 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, smutty jokes or comments, sex-based insults, repeated invitations to go out after prior refusal, persistent insinuations about a person’s private life. Sexual harassment is not behaviour which is consensual, welcome and reciprocated but for the purposes of the Championships do also include behaviour specified.
- (f) **“Start of the Championship”** means the commencement of the first formal event or function of the Championship

Also, use of the word **“SHALL”** illustrates a mandatory stand not merely directory

Equity Policy

The Equity Policy.

Expected of participants.

1.a. What participants must do during the championship, all participants must:

- (a) behave in a respectful and courteous manner towards other participants in the event, guests and sponsors of the championship, and members of the public attending championship events.
- b) Abide by the laws of the host nation (Uganda)
- (c) Abide by any rules, guidelines and restrictions set by the host organising committee to keep the event regulated and ensure the safety of participants.

1.b. What participants must not do During the championships, participants must not:

- (a) Make insulting comments, jokes, insults, or insinuations about another person's culture, race, religion, gender or sexual orientation or which may be construed as being derogatory or as harassment, whether in the presence of that person or in any other forum in which the person may not be present.
- (b) Stalk or physically harass another individual
- (c) Engage in any form of violence or threats of violence
- (d) Engage in any form of sexual harassment [as defined in previous section.
- (e) Take or use other people's property without permission
- (f) Intentionally cause damage to the property of other individuals or of any host venues
- (g) Consume any substance which they are not legally entitled to consume in the host country, or supply any such substances to others
- (h) Consume or be under the influence of alcohol or drugs in a way which may bring the championships into disrepute.

ONLINE TRIALS

Equity Policy

Behaviour during Debates:

(a) Participants in the Championship, especially debaters, must not confront adjudicators in an aggressive manner after a debate.

(b) Feedback between teams and adjudicators must be given and received in a constructive and non-confrontational manner.

(c) Debaters must respect the time stated by CAP for the rounds and failure to comply Equity shall respect any decision taken by CAP. All participants shall have to follow all updates and communications from the platforms provided.

NOTE: THERE SHALL BE A STRICT DROP POLICY FOR THOSE THAT WILL FAIL TO COMPLY.

(d) Participants must exercise discretion in their language, maintaining respectful communication both in private and public discussions.

Relationships:

Any romantic or sexually-based relationship during the Championship between a debater and an adult acting as a coach, adjudicator, shadow adjudicator, team manager, observer or in any other capacity shall not be tolerated and shall be treated as sexual harassment regardless of intention or apparent consent.

Prohibition of Discriminatory Conduct.

Any instances of the behavior below are prohibited and will not be tolerated by the Equity Team.

Bullying:

Repeated, unreasonable behaviour by an individual or group, directed towards another individual or group that intimidates, offends, degrades, humiliates, undermines or threatens. This includes pressuring another person or group of people to do something that they are uncomfortable with.

ONLINE TRIALS

Equity Policy

Boycotting:

Attempting to “boycott” other teams due to their origin, nationality or other protected attribute is against the rules and will be treated as an equity violation leading to disqualification. Debaters bear no affiliation to their respective national governments or policies and as such should not face any repercussions because they happen to study at an institution from a particular country.

Intimidation:

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.

Direct Discrimination:

Unreasonably treating an individual or group less favorably than another individual or group on the basis of a protected attribute in the same circumstances or circumstances not materially different.

Indirect Discrimination:

Unreasonably imposing, or proposing to impose, a requirement, condition or practice that has, or is likely to have the effect of disadvantaging an individual or group with a particular protected attribute, and which is not reasonable in the circumstances.

Generalization:

Generalizations discount the possibility and existence of exceptions, and may be offensive to both judges and other speakers. Statements should be phrased as “*some members of X community*” rather than “*all X people*”. Recognize that many conditions are externally imposed. For example, instead of saying “*X people are bad at long-term planning,*” say “*X makes long-term planning difficult for some individuals.*”

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 generalizations may be made. This might constitute an equity violation in cases where the remarks are derogatory in nature.

ONLINE TRIALS

Equity Policy

Harassment:

Any unwelcome, offensive, abusive, belittling or threatening behaviour that humiliates, offends or intimidates an individual or group on the basis of a protected attribute. Behaviour that might constitute intimidation includes, inter alia:

- Degrading public tirades
- Deliberate insults related to a participant's person, identity or competence
- Threatening or insulting comments, whether oral or written (including by e-mail or any form of social media)
- Deliberate desecration of religious and/or national symbols
- Malicious and unsubstantiated complaints of misconduct, including harassment, against others

Inflammatory language:

The use of triggering language, particularly in debates where discussion of sensitive and difficult subjects might be necessary.

Sexual Harassment:

Any unwelcome sexual advance, request for sexual favors or any other unwelcome conduct of a sexual nature that humiliates, offends or intimidates a person and which a reasonable person, having regard to all the circumstances, would anticipate making the person humiliated, offended or intimidated.

Victimization:

Causing detriment to a person because that person has made a complaint or taken part in complaints proceedings under this Policy.

Vilification:

The public incitement of hatred, contempt or severe ridicule of another individual or group.

For all of the above, please be mindful of the fact that certain standards of what may be perceived as acceptable behaviour depends 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.

Please note that you should refrain from derogatory comments even if you believe (or even think you know) that they do not apply to an individual who is in attendance.

Equity Policy

Unsolicited sexual advances:

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. 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. As this is an online competition, the equity team does not have the ability to monitor in-person socials that may be occurring at various locations. However, we do expect these standards to be upheld nonetheless.

General Guidelines regarding Technological Usage.

Use of electronic devices during preparation time and rounds:

Because of the online nature of this competition, we recognize the use of electronic devices will be widespread. However, their legitimate use during preparation time and debate rounds is restricted to: Discord & WhatsApp for checking announcements, communicating with your partner, looking up words through electronic dictionaries, timekeeping and note-taking. However, it is against the rules for debaters to use their electronic devices during preparation time and rounds to research motions/arguments, seek debate advice from third parties, or consult an electronic case-file. Any case-file that teams construct and want to consult during preparation time or rounds must be printed out, as is the standard for any in-person competition.

Spamming:

It refers to repetitive posting or sending of unnecessary, irrelevant, or unsolicited messages including but not limited to: unsolicited adverts, repeated posting of the same or similar messages, excessive use of emojis and symbols and posting off topic or inflammatory content.

Participants are prohibited from engaging in it in any tournament related communication channels and if done can lead to disqualification.

ONLINE TRIALS

Equity Policy

Naming Policy:

All speakers must name themselves in the Discord as they are in tab. Attendance in the competition is by registration only. Organizers will remove any individual who is unregistered from the platform. If registered participants knowingly allow outsiders into the competition without informing, they are likely going to be subjected to removal from the tournament

Misuse of technology:

Using your technology in such a way that disturbs other speakers or makes other people's speeches inaudible is against the rules and if done can lead to disqualification.

Additionally, using your technology to record or stream a speaker that did not consent to be recorded is against the rules and if done shall lead to disqualification.

Protected Attributes:

It is a violation of this Equity Policy, and the Code of Conduct for Debate Cranes Trials, to treat individuals differently on the basis of differences in one or more of the protected attributes below. This treatment could include, but is not limited to, any of the prohibited behaviour above. Where reference is made above to a protected attribute, this includes imputed or perceived protected attributes, and association with a person or persons with a protected attribute.

This Policy prohibits any participant or group of participants from bullying another participant or group of participants. The use of offensive language that perpetuates stereotypes, the casual or insensitive use of potentially triggering language (particularly including the language of violence or sexual assault) is also expressly prohibited. It is important to bear in mind that when making in-jokes or engaging in friendly teasing and banter, this is done in such a way that others within earshot are clear no offense is meant or taken.

Victimization of those who initiate complaints or take part in complaints proceedings is also prohibited under this Policy.

ONLINE TRIALS

Equity Policy

The list of protected attributes is as follows:

- Age or age group
- Debating ability or institutional affiliation
- Disability (including but not limited to past, present and future disabilities, a genetic predisposition to a disability and behaviour that is a manifestation of a disability)
 - Gender identity (the gender-related identity, appearance or mannerisms or other gender related characteristics of a person, including but not limited to how people express or present their gender, recognizing that a person's gender identity may be an identity other than male or female)
- Infectious disease (for example, HIV status)
- Language status or proficiency (for example, ESL / EFL status or speaking with an accent)
- Marital or relationship status
- Political affiliation or beliefs
- Race, color, descent, national or ethnic origin, or ethno-religious background
- Religious affiliation, belief, views or practice
- Sex or Intersex status
- Sexual orientation
- Sexual practices or experience (for example, previous partner(s) or lack thereof)
- Socio-economic status and background

Any other attribute where discrimination:

- Causes or perpetuates systemic disadvantage
- Undermines human dignity
- Adversely affects the equal enjoyment of a person's rights and freedoms in a serious manner that is comparable to discrimination on a protected attribute listed above.

Equity Policy

Conduct and Matters regarding Debates.

General Conduct:

Debaters and adjudicators must treat each other, and other participants with respect by:

- Respecting the rules of the competition
- Refraining from disrupting or distracting other debaters or adjudicators, whether through words, sounds or conduct
- Accepting the decision of the majority adjudicator(s)
- Refraining from insulting or non-constructive commentary on speeches or speakers

Language used within debates can often unintentionally lead to equity violations, particularly regarding

appropriate language while debating about sensitive topics. Not everyone can be expected to know everything about a sensitive topic, but the expectation is on participants to educate themselves and be sensitive and considerate when interacting with others. This includes both during a debate and afterwards.

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 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 Policy

Gender Pronoun Policy:

This competition recognizes that participants have diverse gender identities that need to be respected, and that a key component is referring to someone by their desired gender pronoun. Misgendering someone or failing to use their correct pronoun is alienating and hurtful. No one should ever assume a person's gender identity or their pronouns based on appearance.

It is also expected that participants respect both the pronoun introduction process and the pronouns of each speaker, and to refer to speakers by their correct pronoun or with gender-neutral language.

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 (e.g. "leader of the opposition", "Government whip", "judging panel").

During in-rounds, the chair judge must:

- Introduce themselves to the entire room and if they choose to do so, state their pronoun; then
- Allow each of their wing judges, if present, to do the same; then
- Invite all debaters to introduce themselves and leave the opportunity for speakers to declare their pronouns, without explicitly calling on them to do so, when asking for speaking positions.

Debaters or judges are at liberty to either:

- (i) State the pronoun they wish to be addressed as
- (ii) Not state a pronoun
- (iii) State that they don't want to be gendered
- (iv) State 'no preference'

If a debater or judge does not wish to identify a pronoun, they are not required to do so. This deviates from practice in which speakers are sometimes called upon explicitly for their pronouns.

Instead, all speakers are expected to use gender-neutral language as the standard unless a speaker or judge explicitly indicates otherwise.

Chairs should note the pronouns of all speakers if they are offered, and remind the room of their pronoun when introducing them for their speech in the round.

During out-rounds, the chair judge will gather all the speakers and any wing judges together before the start of the debate and conduct the pronoun introduction process in private.

Equity Policy

Complaints procedures and Handling.

Raising an Equity Complaint:

Complaints may be raised with a member of the Equity Team regarding breach of this Policy at any time during the duration of the tournament.

All complaints raised are treated as confidential, and the complainant will determine whether or not a complaint is investigated further.

Complaints may be made informally or formally.

- An informal complaint is one that raises concerns, but does not require formal responses such as investigation or mediation. These may be made directly with Equity Team members or in writing via the online complaint form.

- A formal complaint is where a formal response is sought, such as investigation or mediation. Formal complaints may be initiated in person with Equity Team members, but must have a written record registered via the online complaint form to be actioned.

Complaints may also be made anonymously. The Equity Team feels that all participants should feel comfortable to raise concerns they have as freely and easily as possible. However, for due process reasons, the Equity Team cannot investigate or provide remedies for anonymous complaints – all anonymous complaints are treated as informal. Anonymous complaints will inform our handling of situations during the competition, but will not trigger investigation, mediation, or any other direct action.

Members of the Equity Team will excuse themselves from investigating and handling complaints that are made against them personally, or where a personal conflict arises (e.g. one of the parties belongs to an institution they are affiliated with or they have a close personal relationship with one of the parties).

In addition to complaints, participants are also encouraged to contact the Equity Team to raise general equity-related concerns, even if they do not feel an incident has occurred. Both anonymous complaints and general concerns enhance the Equity Team's overall understanding of relevant issues occurring at the tournament, which will further assist in the prevention of future equity violations.

Equity Policy

Progressing the Complaint:

If the complainant does wish to progress with a complaint, the Equity Team shall:

- I) Speak with the complainant to obtain full details of the incident
- II) Speak with the offending participant to hear their account of the incident
- III) Speak with any other participants as required by the circumstances

Following this process, the Equity Team will determine whether or not a breach of this Policy has occurred. At minimum, two members of the Equity Team shall undertake this process, although additional members may also be involved as required.

At any point during this process prior to resolution, a complainant may withdraw their complaint. At such a point, any investigation automatically ceases.

Resolutions and Mechanisms:

The core principle used by the Equity Team when determining resolution mechanisms is to ensure that the victim's wishes are the primary consideration.

If, following the investigation of the Equity Team, this Policy is found to have been breached, the Equity Team may do any/all of the following:

- (i) Explain the complaint to the offending participant and have a discussion with them about why their remark or action was inappropriate
- (ii) Issue a warning to the offending participant
- (iii) Request that the offending participant provide an apology
- (iv) Bring the relevant participants together to conciliate the dispute

In serious cases, the Equity Team may work with the Organizing Committee and Adjudicator Core to take further action.

Such action may include:

- (i) Removal from events hosted by the tournament
- (ii) Removal from the tournament's tab, either temporarily or permanently
- (iii) Expulsion from the tournament
- (iv) Making a recommendation to Organizing Committee of Debate Cranes Events that the individual be prohibited from participating in future tournaments
- (v) Involvement of law enforcement agencies

In determining the appropriate resolution mechanism, the Equity Team regard factors including but not limited to:

- (i) The context of the offence
- (ii) The wishes of the victim, including the impact or likely impact on them
- (iii) The position of the complainant in society and whether they suffer from patterns of disadvantage or belongs to a group that suffers from such patterns of disadvantage
- (iv) Whether the violation that has occurred is part of an ongoing pattern of behaviour
- (v) The application of any relevant laws

Equity Policy

Enforcement of the Policy.

In case a participant breaches the Policy:

Breaches can be reported to an Equity Officer If a participant believes that another participant has breached this Policy, s/he may report the breach to an appointed Equity Officers.

b. Each Equity Officer shall be responsible for:

- (a) Being available to participants to receive complaints about breaches of this Policy
- (b) Investigating complaints
- (c) Supporting the complainant appropriately, which could include referring him/her to:
 - (i) A counsellor.
 - (ii) A doctor.
 - (iii) A lawyer.
 - (iv) The police.
 - (v) Their parents.
 - (vi) An adult member of their family or contingent.

Equity Officers can deal with some complaints themselves If the Equity Officer considers 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.

c. Equity Officers can refer complaints to the Equity Team.

- (a) An Equity Officer may refer a complaint to the Equity Team. Such a referral must be submitted in writing to the Chairperson of the Equity Team.
- (b) Complaints of the following nature must be referred to the Equity Team:
 - (i) Any form of violence or threat of violence
 - (ii) Sexual harassment
 - (iii) Stalking or physical harassment
 - (iv) The consumption or supply of substances which are illegal in the host country
 - (v) A participant's being under the influence of alcohol or drugs in a manner which has brought or threatens to bring the Championship into disrepute
 - (vi) Any form of inappropriate relationship between a debater and any other participant
 - (vii) Willful damage to public property or the property of a host venue.

Equity Policy

What happens if a complaint is referred to the Equity Team?

- (i) If an Equity Officer refers a complaint to them in writing
- (ii) If the Equity Team otherwise considers it appropriate.

The Equity Team shall convene a meeting within 10 hours of receiving a complaint in accordance with above rules.

Initial steps by the Equity Team:

At a meeting to discuss a complaint, the Equity Team may:

- Decide to take no further action, make a decision about the complaint without a hearing (but it may not suspend or expel the person complained about without a hearing) or
- (iii) Hold a hearing about the complaint.

Regardless of which option it takes, the Equity Team may also refer the complaint to the host country's relevant authorities (such as the police) if it considers that this is appropriate.

If the Equity Team holds a hearing, the person complained about must: -

- a. Be told what the complaint is about
- b. Be told the date and time of the hearing
- c. Be allowed to participate in the hearing and to be heard
- d. Be allowed to bring a person of their choice with them to the meeting with whom s/he may confer before and during the hearing
- e. Be allowed to remain silent during the hearing if s/he so chooses
- f. Be allowed not to attend the hearing if s/he so chooses.

If the Equity Team holds a hearing and the person complained about is not legally an adult in the host country, the Equity Team shall:

- (i) Ensure that the person complained about fully understands his/her rights as set out above before the hearing begins.
- (ii) Ensure that an adult chosen by the person complained about attends the hearing to support the person complained
- (iii) If the person complained about is unable to choose an adult to attend with him or her, select an adult to take on this role.
- (iv) The adult chosen shall attend the hearing and shall be able to speak on behalf of the person complained about at the hearing.

Hearings are confidential. Until the Equity Team makes a decision about a complaint, details of the complaint and the hearing shall be kept confidential and shall be discussed only with the people participating in the hearing.

Equity Policy

What can the Equity Team do?

At the conclusion of a hearing, Equity team can:

- (a) Dismiss the complaint, or
- (b) 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 from the Championship for as long as it thinks appropriate
 - (v) Expel the respondent from the Championship
 - (vi) Ban the person complained about from all future Championships or a specified number of future Championships.

Consideration of Equity Team at hearing:

The Equity Team shall inform itself at a hearing and generally as to evidence and facts in its absolute discretion and as it sees fit, subject to this Policy.

The Equity Team's decision is final:

The Equity Team's decision shall be final. The person complained about is not able to appeal it, but where the person complained about has been expelled for longer than the next Championship, he or she or they can apply for readmittance.

After the Equity Team's decision is final:

Where there has been no hearing or where a complaint has been decided without a hearing, the Chairperson of the Equity Team must give a written copy of the decision to:

- (a) The complainant
- (b) The Equity Officer who referred the complaint
- (c) The Convenor
- (d) The person complained about
- (e) Where the person complained about is a debater, the team manager.

Equity Policy

Where a complaint has led to a hearing, the Chairperson of the Equity Team must give a written copy of the decision to:

- a. The people mentioned above (“Where there has been no hearing”)
- b. The parent or guardian of a person complained about, if that person is a debater and not an adult according to the laws of his/her home nation
- c. The Chief Adjudicator, if the complaint has been about an adjudicator. Where a complaint has led to a suspension or expulsion, the Chairperson of the Equity Team must give a written copy of the decision to:

- > The people mentioned above (“Where there has been a hearing”)
- > The World Schools Debating Council Executive Committee through that Executive Committee’s Chairperson
- > The Convenor and Chief Adjudicator of the following year’s championship.

Contact Details

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.

Informal complaint:

You may approach any of the members of the Equity Team at any point throughout the Championships if you wish to make an informal complaint. You can do so through discord primarily but you can alternatively reach every individual member through WhatsApp.

EQUITY CHAIR SSEKANDI JIBRIL

+(256) 757 079804
jibrilssekandi@gmail.com

EQUITY MEMBER: KITUMBA JESSE

+ 1(781) 947 7090
jessekitumbam@gmail.com

Equity Policy

Written complaint:

You may submit a complaint in writing via the equity complaint forms which will be seen by members of the equity team only (unless required otherwise). 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 the matter. Please ensure you mention the name of your division when you submit the complaints to you to make the process easier and efficient. If you do not feel comfortable reaching out to any member of the Equity Team, you can also reach out to the Adjudication Core or the Organizing Committee.

Acknowledgements.

The Equity Team would like to acknowledge and express their gratitude towards the Equity team of the following tournaments and organisations for their documents that were used to the creation of this policy: **WSDC Code of Conduct, WSDC Diversity and Inclusion Report, Uhuru Worlds 2023, Summer Wars 3.0 and TOA Schools 3.0.**