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## Equity at SSUNS 2026

The Secondary Schools' United Nations Symposium is grounded in a set of principles that make it the equitable, inclusive, and enriching environment that it is known for. This year, we continue to be as committed as ever to fostering this dynamic and to allow each and every person involved to succeed. Our mission of empowering young leaders will be achieved by platforming delegates to discuss complex issues and engage in critical thinking. In order to facilitate this room for growth and development, SSUNS has some ground values and guidelines for equity that all delegates and staff are bound to.

Reading through this equity policy is imperative for all participants in this iteration of SSUNS. By striving for a collaborative, respectful, and diverse environment, SSUNS endeavours to strengthen the skills students will need to make change within their communities.

The SSUNS 2026 equity policy is intended as a framework for protecting the rights of those who participate. It details guidelines for appropriate and respectful behaviour during the conference. In doing so, the equity policy seeks to encourage a plurality of voices and opinions, especially from those not traditionally represented in the Model UN community. SSUNS aims to make Model UN a welcoming place for everyone, regardless of their background and lived experiences. Delegates should engage with their topics substantively by exploring solutions that center affected communities, while acknowledging and minimizing the potential harms of their discussions.

At SSUNS, we do not tolerate harm in any form. Bullying, harassment, and discrimination are strictly prohibited. This includes, but is not limited to, discrimination or harmful conduct on the basis of gender, gender identity or expression, sexual orientation, race, ethnicity, nationality, religion, age, socio-economic status, or ability. These standards apply at all times: during committee sessions, at conference events, and in all affiliated spaces.

More specifically, the following forms of conduct are incompatible with the values of SSUNS and will not be permitted:





- Any speech, action, or written work that promotes or justifies neo-colonialism, imperialism, or the violation of the sovereignty and autonomy of any people.
- Any rhetoric or policy proposal that incites violence or endorses harm against civilian populations or noncombatants.
- Homophobic, transphobic, or otherwise discriminatory language toward members of the LGBTQ+ community.
- Racist or xenophobic language or actions, including but not limited to Islamophobia, antisemitism, and anti-Black racism.
- Sexist, misogynistic, or exclusionary language targeting women, non-binary, or gender non-conforming individuals.
- The use of stereotypes, cultural appropriation, or the tokenization of identities, cultures, or nations.
- Any attempt to trivialize or diminish the suffering of individuals or groups, including in relation to genocide, war, colonization, or systemic oppression.
- Any conduct that undermines the agency, participation, or dignity of another delegate or staff member.

Any deliberate failure to respect or accommodate accessibility needs, including actions that obstruct communication, participation, or well-being.

This list is not exhaustive; rather it reflects the standard of care and judgment expected of all participants.

SSUNS recognizes that Model UN often requires delegates to represent positions that may conflict with their personal values or with contemporary human rights norms. This does not exempt participants from their responsibility to engage respectfully and ethically. Delegates must focus on policy and perspective without resorting to harmful rhetoric or perpetuating real-world oppression. There is always a way to engage critically and constructively without demeaning others or causing harm.

We expect all participants to approach debate with intellectual honesty and empathy: to challenge ideas without attacking individuals, to remain mindful of the lived experiences behind the topics discussed, and to contribute to a space where disagreement does not come at the expense of respect.





Equity at SSUNS is not passive, it is an active, ongoing commitment. It requires participants to reflect on their words and actions, to listen to others, and to take responsibility for maintaining the integrity of this community.

If you experience or witness a violation of this policy, you are strongly encouraged to report it. SSUNS is committed to responding to concerns with seriousness, confidentiality, and care. Please refer to the Disclosure and Reporting Procedures in the Delegate Handbook for guidance. Additional equity resources are available through the conference materials provided to all participants.

For further support or questions, participants may contact the SSUNS Equity team at [equity@ssuns.org](mailto:equity@ssuns.org) or the Human Resources team at [hr@ssuns.org](mailto:hr@ssuns.org)

