



MUNTUM Mission Statement and Code of Conduct

Mission Statement

At Model United Nations TU Munich (MUNTUM) e.V., our mission is to cultivate an inclusive and respectful community that empowers individuals to engage in meaningful debates and develop their professional, analytical, and rhetorical skills. Through simulations of United Nations proceedings, workshops, and events with experts, we provide our members with firsthand insight into international diplomacy and foster an international perspective on current events and the critical global questions of our time.

Code of Conduct

1. Respect and Inclusivity

We are committed to maintaining an environment where all individuals, regardless of gender, ethnicity, political beliefs, or background, feel safe, respected, and valued. Harassment, discrimination, or bullying of any kind, including verbal, physical, online, or sexual harassment, will not be tolerated. Precise definitions of such behaviors are provided in the appendix to ensure mutual understanding and accountability.

2. Integrity and Accountability

Members are expected to uphold the highest standards of integrity and honesty in all MUNTUM activities. This includes representing positions authentically during debates, respecting confidentiality and privacy, especially when handling sensitive information, and taking responsibility for one's actions. We encourage intellectual humility, recognizing that learning is a continuous journey.

3. Collaboration and Equity

We believe that collaboration is key to our success. Members should work together, share knowledge, and support each other's growth. Equity in participation is essential; all voices should be heard and diverse perspectives valued. We are committed to providing equal opportunities for involvement in all MUNTUM activities.

4. Conflict Resolution

While debate and discussion are central to our activities, conflicts may arise among our members. We henceforth wish to establish a clear conflict resolution and reporting procedures, including:

- A safe and accessible channel for members to raise concerns directly with the MUNTUM Board, with the option for confidentiality when appropriate.
- A confidential mediation process facilitated by the Board for resolving minor disputes before escalation.



- Formal complaint channels, overseen by the Board, exist for serious violations that may require disciplinary action.

The formal complaint process is detailed in Annex II.

5. Commitment to Gender Equality

We are dedicated to promoting gender equality within our organization and in the broader context of international relations. This commitment is reflected in our activities and recruiting processes.

6. Broad Political Alignment with UN Values

While we encourage diverse and critical viewpoints, our discussions and debates are grounded in the core values of the United Nations. This includes a general respect for the principles and decisions of international institutions such as the International Court of Justice (ICJ) and the International Criminal Court (ICC). Delegates are welcome to critically engage with rulings or policies, provided that such discourse remains respectful, well-reasoned, and free from discriminatory or racist ideologies, which will not be tolerated.

MUNTUM does not align itself with any political party. However, we explicitly reject affiliations with or support for organizations, ideologies, or parties that are considered “verfassungsfeindlich” (hostile to the German constitutional order) or are classified as extremist or terrorist by competent German authorities. This includes compliance with:

- Grundgesetz (German Basic Law), particularly Article 1 (Human Dignity), Article 3 (Equality), and Article 21 (ban on anti-constitutional parties)
- Findings by the Bundesverfassungsgericht (Federal Constitutional Court) and the Bundesamt für Verfassungsschutz (Federal Office for the Protection of the Constitution)

At the same time, MUNTUM firmly defends the principle of free and respectful expression. Members are encouraged to express diverse, even unpopular or non-mainstream viewpoints — provided they remain within the boundaries of our Code of Conduct and do not contradict the foundational values mentioned above. Civil disagreement, respectful debate, and intellectual openness are integral to our identity as a Model United Nations society.

7. Academic Excellence and Continuous Learning

We strive for academic excellence in our debates and activities, encouraging members to deepen their understanding of global issues and develop critical thinking skills. We foster a learning environment where newcomers are engaged, and all members have opportunities for personal and professional growth.



8. Confidentiality and Privacy

We respect the confidentiality and privacy of our members. Personal information, including membership lists and personal details, is handled with the utmost care.

9. Feedback Mechanisms and Transparency

Open and clear communication is vital. We retain established feedback mechanisms, such as our open community discussions, opportunities for co-creation within the society, and forum at the general assembly to allow members to voice concerns, suggest improvements, and contribute to the organization's development. Transparency in decision-making processes is a priority.

10. Responsibility and Sustainability

Members are encouraged to act responsibly, not only within MUNTUM but also in their broader communities. We promote sustainable practices and ethical behavior, recognizing our responsibility to contribute positively to society.

By adhering to this Code of Conduct, we ensure that MUNTUM remains a welcoming, respectful, and intellectually stimulating environment for all members.

11. Scope of Application

This Code of Conduct applies to all activities, spaces, and interactions associated with MUNTUM. All members, participants, and affiliates are expected to uphold these standards at all times when engaging in the following contexts:

- **Weekly MUNTUM sessions and workshops**
- **MUNTUM-hosted conferences and internal events**
- **Social gatherings**, officially or unofficially organized under the MUNTUM name
- **External conferences and events** attended as MUNTUM delegates or representatives
- **Professional visits and external engagements**, such as visits to consulates, embassies, or partner organizations
- **Digital communication platforms**, including WhatsApp groups, social media channels, shared drives, and any other online spaces operated by or affiliated with MUNTUM

The Code remains in effect in both in-person and virtual settings. It applies to interactions between members, Board members, guest speakers, partners, and any third parties involved in MUNTUM activities.



Appendix: Community Standards & Complaint Procedures

To uphold our values of respect, inclusivity, and integrity, MUNTUM provides the following definitions and processes for addressing serious violations of our Code of Conduct.

I. Definitions of Misconduct

To ensure shared understanding, MUNTUM defines key types of misconduct as follows:

1. Harassment

Unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment. This includes:

- **Verbal Harassment:** Derogatory comments, slurs, mockery, or jokes about someone's identity, beliefs, or background.
- **Non-verbal Harassment:** Staring, gestures, or distributing offensive materials (e.g., memes, images, messages).
- **Physical Harassment:** Unwelcome touching, invading personal space, or physical intimidation.
- **Sexual Harassment:** Unwelcome sexual behavior, including inappropriate comments, advances, or non-consensual contact.
- **Conduct Towards Minors:** Any inappropriate behavior directed at individuals under 18, including but not limited to grooming, suggestive comments, exploitation, or any actions that breach safeguarding responsibilities. All participants must exercise heightened care and maintain appropriate boundaries when interacting with minors.

2. Discrimination

Unequal or unfair treatment of individuals based on protected characteristics, including but not limited to:

- Gender or gender identity
- Sexual orientation
- Ethnicity or nationality
- Religion or belief
- Disability



- Political opinion (when expressed respectfully)

This includes any actions that disadvantage or exclude individuals from opportunities, participation, or fair treatment within MUNTUM.

3. Bullying

Repeated, intentional behavior that undermines, intimidates, belittles, or humiliates an individual. Examples include:

- Personal insults or public shaming
- Exclusion from group activities or communications
- Spreading rumors or gossip
- Abuse of authority or power
- Consistent undermining of someone's contributions

II. Formal Complaint Process

MUNTUM henceforth provides a clear process for addressing serious violations of our Code of Conduct, such as harassment, discrimination, or bullying.

1. Submission of Complaint

Complaints should be submitted in **written form** via email to the MUNTUM Board at board@muntum.org. The complaint should include:

- A description of the issue
- Names of those involved
- Date(s), location(s), and context
- Any relevant evidence (e.g., screenshots, messages)
- Whether the complainant requests confidentiality

2. Acknowledgment & Initial Review

- The Board will acknowledge receipt of the complaint within **5 working days**.
- A **preliminary assessment** will determine whether the issue requires mediation, investigation, or immediate action.



3. Confidential Investigation

If an investigation is necessary, the Board will:

- Appoint impartial Board members (or an external advisor if needed)
- Interview relevant parties and collect evidence respectfully and confidentially
- Ensure all parties are heard

4. Decision and Action

Based on the findings, the Board may:

- Facilitate mediation
- Issue a formal warning
- Temporarily suspend participation in MUNTUM activities
- Permanently remove the individual in serious cases

A decision will be communicated confidentially within **14 working days** of completing the investigation.

5. Appeals Process

If a party believes the outcome was unfair, they may submit an appeal by Email within **7 days** of the decision, providing justification or new evidence. The Board will review the case or appoint a neutral reviewer from the extended board or an external advisor.

6. Documentation and Privacy

All complaint-related records will be stored securely and only accessible to designated Board members.

III. Revision and Ratification

This Code of Conduct will be reviewed at least once per year by the sitting MUNTUM Board to ensure its continued relevance and alignment with the society's values and activities.

- Any registered member may submit written suggestions for amendments to the Board.
- Proposed changes will be discussed by the Board and, where appropriate, in consultation with the wider MUNTUM community.
- Amendments require a majority vote of the Board to be adopted.
- All revisions will be documented and communicated clearly to members.



This ensures that the Code remains a living document — one that evolves alongside the needs and growth of our community.

Adopted by the MUNTUM Board on 17.04.2025

We, the elected Board of Model United Nations TU Munich (MUNTUM) e.V., affirm our full commitment to the principles, values, and procedures outlined in this document.

Name	Position	Signature
Rowan Crawford	President	
Kesav Menon	Vice President	
Sebastián Aguilar	Secretary	
David Holzwarth	Treasurer	

