

COBIS Student Events Incident Policy

The COBIS network is made up of a global community, and it is of utmost importance to COBIS that each and every person who participates in a COBIS Student Event, whether virtual or in-person, has a positive and rewarding experience. To that end, we invite all attendees and participants to help us realise a safe, respectful, and positive experience for everyone.

COBIS believes that children, young people and vulnerable adults should never experience abuse of any kind. We have an unfaltering commitment to promote the welfare of all children, young people and vulnerable adults to keep them safe. We are committed to reducing risk connected to all safeguarding and child protection matters.

We recognise that the welfare of children, young people and vulnerable adults is paramount in the work we do and in the decisions we take, and we are dedicated to providing a harassment-free and inclusive experience for everyone, regardless of gender identity and expression, sexual orientation, disabilities, neurodiversity, physical appearance, body size, ethnicity, nationality, race, age, religion, or other protected category.

COBIS has established this policy to provide guidelines to participants and to ensure that all participants understand what behaviour is expected, and what behaviour will not be tolerated in the COBIS community.

COBIS Standards

Expected behaviour, as outlined in the [COBIS Student Events Code of Conduct](#), includes but is not limited to:

- Demonstrating empathy and kindness toward other people
- Being respectful of differing opinions, viewpoints, experiences, and cultural sensitivities
- Being considerate and respectful to all participants, attendees, hosts, officials and COBIS staff
- Graciously accepting constructive feedback
- Refraining from demeaning, discriminatory, or harassing behaviour, materials, and speech, whether in-person or online.
- Accepting responsibility and apologising to those affected by our mistakes, and learning from the experience
- Speaking up if anything is observed at an event that conflicts with the [COBIS Student Events Code of Conduct](#).

Unacceptable behaviour includes, but is not limited to:

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any participant
- Violence, threats of violence, or violent language directed against another person
- Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes and language
- Personal insults, particularly those related to gender, sexual orientation, race, religion, nationality, or disability
- The use of sexualised language or imagery, and sexual attention or advances of any kind
- Trolling, insulting or derogatory comments, and personal or political attacks, whether verbal, written, or electronic

- Any boisterous, lewd, or offensive behaviour or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behaviour, or content that contains profanity, obscene gestures, or racial, religious, or ethnic slurs
- Public or private harassment, whether in-person or online.
- Other conduct which could reasonably be considered inappropriate in a school setting

Enforcement

COBIS is responsible for clarifying and enforcing our standards of acceptable behaviour and will take appropriate and fair corrective action in response to any behaviour that we deem inappropriate, threatening, offensive, or harmful. COBIS has the right and responsibility to remove, edit, or reject comments, behaviours and other contributions that are not aligned to the [COBIS Student Events Code of Conduct](#), and will communicate reasons for moderation decisions when appropriate.

Instances of abusive, harassing, or otherwise unacceptable behaviour should be reported to a member of the COBIS Executive Team as soon as possible. All complaints will be reviewed, investigated promptly and fairly, and documented for COBIS records. This may include taking verbal and/or written statements from multiple parties. In the case of statements being taken from students, the host school's safeguarding policies will be followed, including ensuring that no meetings with students are unsupervised. Additionally, students will have the opportunity to bring a representative (student or staff member) of their choosing with them for additional support.

If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns, please notify a member of the COBIS Executive Team or an event official as soon as possible. All reports will remain confidential unless the safety of an individual is at risk.

Consequences of unacceptable behaviour

Behaviour which contravenes the [COBIS Student Events Code of Conduct](#) will not be tolerated. Anyone asked to stop unacceptable behaviour is expected to comply immediately. If a participant engages in unacceptable behaviour, COBIS may take any action it deems appropriate, including warning or expelling the offender from the forum/event. For more serious behaviour, COBIS may, in its reasonable discretion, temporarily suspend or permanently suspend a registrant from further COBIS events.

Sanctions may include, but are not limited to:

- Request for a verbal or written apology
- Points penalty
- Student disqualification, from whole event or from part of the event
- Individual expulsion from the event
- Individual ban from future COBIS Student Events
- Whole team disqualification, from whole event or from part of the event
- Whole team expulsion from the event
- Whole school ban from future COBIS Student Events

The school found to be in breach of the Student Events Code of Conduct will be liable for any costs incurred due to individual or whole team sanctions.

In the case of a breach to the [COBIS Student Events Code of Conduct](#), COBIS will provide written confirmation of said breach to the Head of School in a timely fashion. It is the school's responsibility to notify parents as necessary. Information relating to a breach and/or the processing of a breach will be retained in line with COBIS' data retention policy.

As per the COBIS Membership and Services Terms & Conditions, if a school is found to be in breach of the Student Event Code of Conduct, their membership status will be reviewed and COBIS reserves the right to remove the school from membership and/or ban the school from future Events.

In partnership with: