



MITOC Conduct Management Protocol

DISCLAIMER 6/28/2019: This document is a work in progress. The Conduct Review Committee is actively working to update its contents and clarify the procedure and expectations for the community. Please contact the current appointed chairs directly with any comments or concerns.

This document outlines the MITOC Conduct Management Protocol. The goals of this protocol is to empower our community to speak up when concerns or conflict arise and enable our leadership to address concerns so that our community remains safe and privacy is protected. Our membership should trust that any concern will be taken seriously and that all individuals will be treated with respect and privacy.

Overview

No MITOC member should feel uncomfortable or unsafe while participating in a MITOC event. If you do, contact the Conduct Review Committee via email by directly contacting one of the two members.

See the MITOC website for the current members of the Committee.

The Committee Members are trained on the past practices within the Club for handling issues and on the MIT and local resources available to MITOC members for various situations. The conduct review committee aims to resolve any issue brought to them as quickly as possible and at most within 2-4 weeks.

Many cases are handled by the two sitting chairs on the Conduct committee through referrals to the appropriate MITOC leadership or MIT resources. In some cases, a ‘subcommittee’ of MITOC leadership may be formed to assist the Conduct Committee members in understanding what should happen next.

If at any point a MITOC member is unsatisfied with the decision of the Conduct Committee / subcommittee or the resulting path forward, they may appeal the decision to the executive board.

Scope

The Conduct Review Committee is intended to serve as a primary resource for any concerns from MITOC members related to technical safety, emotional safety, abuse of power, code of conduct concerns or related matters.



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Additional Resources

Many additional resources exist on campus and off for MITOC members to utilize in the case of concern.

Activity Chairs

If a concern is technical in nature or relates to a MITOC leader, Activity Chairs are often best equipped to understand and resolve the situation.

[Departmental REFS](#)

Peer mediators whose primary focus is supporting students and mediation between peers or equals.

[Violence Prevention and Response \(VPR\) at MIT](#)

Primary focus is cases of harassment but they are open to talk about any issue and find the right resources. 24 hour hotline is: (617) 253-2300 the and the

MIT [Ombuds](#) Office

Primary focus is conflict between peers/equals. Their procedure and training emphasizes mediated discussions as equals.

[Title IX Office](#) at MIT

Primary focus is bias (gender and otherwise). They are equipped to take investigative action when asked by victims (but only if asked, not by default in most cases).

[Boston Area Rape Crisis Center](#)

For community members who may be experiencing a crisis. 24 hour hotline: 800-841-8371)