

Our Policy on Diversity, Equity, and Harassment

The Colorado Cup and Mullen High School are committed to promoting ethical and rational communication behavior as an important part of an activity that maintains a deep respect for freedom of expression. We recognize that the adversarial and competitive nature of academic speech and debate places students, educators, judges, and tournament administrators in the position of (a) having to weigh the merits of competing strategies and/or (b) evaluating a performance or speech that is outside of the scope of one's own held beliefs or world experience and that it may have ethical implications. At the same time, we are committed to promoting respectful discourse, and encouraging the growth and development of all students. Behaviors that belittle, degrade, demean, or otherwise dehumanize others are not in the best interests of the activity. They interfere with the goals of education and personal growth.

All participants at the Colorado Cup should recognize the rights of others and communicate (both verbally and written) with respect for competitors, colleagues, tournament hosts, judges, and audience members. Communication (including written comments by judges) that engenders ill-will and disrespect ultimately reduces the value of Speech and Debate for all participants. It should be avoided and is subject to sanction. Accordingly, all forms of harassment and discrimination, whether written or oral, based on race, color, religion, sex, gender identity or expression, sexual orientation, marital status, citizenship, national origin, age, disability, genetic information, or any other characteristic protected by any applicable federal, state, or local law are prohibited, whether committed by participants, judges, coaches, or observers. Individuals who violate this policy will be subject to the full range of remedial actions, up to and including removal from the tournament.

Questions and concerns about inappropriate behavior should be referred to the Tournament Director who will, as needed and appropriate, assign a neutral equity officer to address concerns and recommend remedial actions if such are deemed necessary.

Additional Guidance for Judges

In the coming days, you will hear presentations that take positions on issues which may run contrary to your own personal beliefs. To ensure a more equitable experience for all our participants, please be sure your decision-making process and comments are independent of your own topic preferences, political beliefs, religious and other views. **Your decisions and comments should be related solely to the quality and effectiveness of the presentation itself.**

In addition, please remember that the video quality of a student's performance may be impacted by lighting, internet speed/reliability, access to equipment, other family members' presence in the home and other factors beyond the competitor's control. These factors should have no bearing on your decision-making.