



NIETOC STATEMENT OF EQUITY

As a community of educators, we commit ourselves to the advancement of equity, social justice, and educational opportunity for our people. Amidst the recent events that have put our country in turmoil, we also commit to act and show up for BIPOC communities across the nation. Our commitment is such because we know that as all forms of oppression are connected, the liberation of all our communities is also connected. We stand in solidarity for Black lives. We understand that we have the privilege to stand on the shoulders of such great leaders of equally great movements, and because of this, our commitment to solidarity perseveres.

Tournament officials are committed to the safety and well-being of all participants -- students, coaches, and judges. Equity Officers will be available to address concerns that challenge safety and fairness of the competition. We have Zero Tolerance of harassment, bullying, and/or discrimination of any kind. We expect all competitors, coaches, judges, and staff to make a commitment to providing a safe environment for all students to compete.

The Equity Committee will be able to assist in adjudication of any protests that arise. This committee will serve students and coaches and judges to ensure our diverse populations' concerns are heard and uphold the standards of inclusion that this activity promises.

NIETOC EQUITY OFFICERS

Reggie Chapman, TX
Justin Kurup, CA

The NIETOC Equity Officers will put together a diverse team of coaches to serve on the Equity Committee for the duration of the NIETOC tournament.



INSTRUCTIONS FOR EQUITY COMPLAINTS

Any tournament attendee who believes that they have been harassed or discriminated against may complete this form to report the alleged violation. After a complainant submits this form, the Equity Committee will contact the individual complainant and conduct a discussion concerning the grievance(s) in the form. After the discussion, the Equity Committee will investigate the allegations in the form, including speaking to parties involved and impacted. After the investigation is complete, the Equity Committee will make a referral to the Tournament Directors about the findings and recommended course(s) of action. All parties impacted will be notified of this decision upon its completion.

While we do ask for name and contact information, those questions are optional and you can exclude that information if there is something you would like to anonymously report. That said, if you would like our Equity Office to follow up with you as part of the investigation, we need you to please include your full contact information.

Equity Committee members will keep the information disclosed as confidential as possible. Please be aware: ethically, Equity Committee members are required to take appropriate action and notify authorities if students engage in behavior that presents clear and imminent danger to themselves or others, in the case of known or suspected child abuse or neglect, or in the case of known or suspected sexual violence.

Please note: Equity Complaints are for if someone feels they have faced discrimination or harassment, while Rules Protests are about the violation of competitive event rules (like the falsification of evidence, plagiarism, etc.). *The equity form is not the correct form if you have a rules protest.* If you would like to file a rules protest, please fill out the protest form under “Files for Download” on SpeechWire.

Any individual or group of individuals who believes they have been a victim of harassment and/or discrimination should report it immediately to this form.

[Equity Complaint Reporting Form](#)