

Belonging and Inclusion Station

Welcome

The NSDA is committed to fostering a tournament environment where all members feel included and safe. The Belonging and Inclusion Station (BIS) provides interpersonal support to those who feel excluded and helps uphold the NSDA Harassment and Discrimination Policy. Rooted in the principles of teaching, learning, and healing, the BIS addresses concerns through dialogue and education, reserving corrective measures for situations where education alone cannot resolve an issue.



Reasons to visit the BIS include:

- An individual makes an inappropriate joke.
- A really powerful speech (that violates no rules) triggers emotions in a contestant or judge, and they need space to process their feelings.
- An individual feels overwhelmed or alone and needs a listening ear or encouragement.
- A contestant is rude or unkind to another contestant.

What the BIS is not...

- A punishment-focused process
- A place to revisit past grievances unrelated to the current tournament
- A space to silence participants
- A tool to empower or disempower individuals based on political or social ideologies
- A loophole around tournament rules or guidelines

BIS Intake Process

It is always our hope that concerns brought to the BIS can be addressed with healing and teaching FIRST. The intake process, specifically the resolution and appeal steps, should be utilized when behavior warrants action beyond education and dialogue.

INTAKE

A concerned person wants an issue addressed beyond interpersonal support/care and puts their concern in writing via the Intake Form

INQUIRY

BIA collects information on the concern

RESOLUTION

If necessary, BIA recommends a corrective action

APPEAL

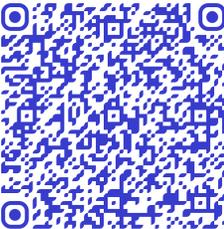
Subject of concern has an option to appeal corrective action



Corrective Action

	EXAMPLE OF BEHAVIOR	CORRECTIVE ACTION
NO VIOLATION	<ul style="list-style-type: none"> • A student feels alone at the tournament and wants to drop 	<ul style="list-style-type: none"> • The BIA provides support and care to the concerned person. No further action required.
VERBAL WARNING	<ul style="list-style-type: none"> • Comments or jokes considered inappropriate (<i>e.g., of a racist, sexist, homophobic, etc., nature</i>) 	<ul style="list-style-type: none"> • Subject of concern receives a verbal warning and instruction on how to address their behavior and prevent repeated behavior.
WRITTEN WARNING	<ul style="list-style-type: none"> • Perceived inappropriate contact or communication from a judge or coach to another tournament participant. This contact might be email outreach, private message through social media during the tournament, etc. • Repeated actions from previous tournaments. 	<ul style="list-style-type: none"> • First and final written warning to subject of concern's guardian and/or adult support person.
SANCTION	<ul style="list-style-type: none"> • Sexual harassment or assault • Physical violence against another tournament participant • Repeated actions from previous tournaments • A judge explicitly cites their social or political bias as the sole basis for a ranking or decision. 	<ul style="list-style-type: none"> • Consult with tournament director on appropriate sanction • Letter to subject of concern's guardian and/or adult support person • (<i>at NSDA-sponsored event</i>) Recommendation is made to National Office, who will determine if a sanction is warranted. Only the ED or Assistant ED can approve a sanction.

NOTE: If someone reports sexual assault/violence, the BIA, tournament director, or concerned person's adult support person should contact law enforcement immediately.

<h2 data-bbox="331 216 667 268">Intake Form</h2> 	<h2 data-bbox="940 216 1211 275">Follow up</h2> 
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Appeal

If the subject of concern disagrees with the corrective action, they may request an appeal.

- For decisions made during the tournament, appeals should be submitted in writing (including virtually) to the tournament director as soon as possible, who will review and respond within a reasonable time frame.
- For decisions made after the tournament, appeals must also be submitted promptly in writing (including virtually) to the tournament director, who will review and respond within a reasonable time frame.

Note: Any concerning behavior that occurs at an NSDA-sanctioned event (such as the Last Chance Qualifier or the National Speech and Debate Tournament) may be taken into account if similar concerns arise at a future NSDA-sanctioned event. If a Belonging and Inclusion Advocate (BIA) serves at a non-NSDA-sanctioned event, they should consult their respective organization (e.g. state organization) for guidance.