



DMUN Foundation

Administrative Tribunal of the Foundation for Dispute Resolution

Secretariat of the DMUN Foundation

4th Floor, 12 Gangnamdaero 156-gil, Gangnam, Seoul, Republic of Korea

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www.dmun.org

JUDGMENT

Ms. Rhythm Nagpal (Appellant)

V.

Secretariat of the DMUN Foundation (Defendant)

BEFORE

Mr. Sanchit Dhauchak
Chairperson of the Board of Trustees
Presiding Justice of the Tribunal

Ms. Lily Y. YangLiu,
First Deputy Executive Director for Advocacy and Research
Justice of the Tribunal

Mr. Harshan M. V.
Deputy Executive Director for Programs
Justice of the Tribunal

CASE NUMBER
AT-2026-APPEAL-1



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The Administrative Tribunal of the DMUN Foundation for the Matters of Internal Dispute Resolution,

1. *Having* considered the Appellant's Written Appeal to the Tribunal regarding the Administrative Decision from the Secretariat of the DMUN Foundation on her suspension and separation from employment;
2. *Having* considered the evidence and allegations raised by anonymous Members that accused the Appellant of grave violations of the Foundation's policy;
3. *Noting with deep concern* that the anonymous Members have failed to provide written comments to the Tribunal on the request of further information based on the claims and objections formed by the Appellant as indicated in the Written Appeal;
4. *Identifying* several deficiencies in the integrity of evidence originally provided by the anonymous Members and the lack of complete information available to the Tribunal;
5. *Noting* the principle of audi alteram partem, which requires that any person against whom allegations are made must be given a fair opportunity to be heard and that the findings of misconduct must be based on clear and reliable evidence;
6. *Noting* that the burden of establishing misconduct rests with the anonymous Members that raised the complaint and that allegations must be substantiated through credible evidence;
7. *Noting* that administrative decisions must be proportionate to the gravity of the alleged conduct and its actual impact and that minor irregularities or isolated incidents do not constitute systemic failure absent demonstrable harm or repeated pattern;



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THEREFORE

UPON UNANIMOUS DECISION FROM ALL JUSTICES OF THE TRIBUNAL

THE TRIBUNAL HEREBY ISSUES THE FOLLOWING JUDGMENT:

1. The Tribunal finds that, absent any codified policy mandating English-only communication in all internal contexts, and absent demonstration of actual harm, the allegation on language use fails to establish a violation of the Foundation's Code of Conduct;
2. The Tribunal finds that the record clearly establishes that the meeting in question was hosted through an independent account operated by Mr. Abhinav Yadav, not through any official DMUN platform or under the administrative control of Ms. Nagpal; the Foundation lacks jurisdiction over the matter.
3. The Tribunal acknowledges that inappropriate file names appeared in a shared certificate drive, but notes that the issue appeared from a delegate-side input and that the responsible staff responded to the issue within the lines of reasonable expectation.
4. The Tribunal considers the other allegations aside from the matters discussed above to be unsubstantiated, considering that no documentary, testimonial, or comparative evidence has been presented to substantiate such claims;
5. The Tribunal **GRANTS IN FULL** the appeal of the Appellant;
6. The Tribunal **DISMISSES** the allegation against the Appellant;
7. The Tribunal **REINSTATES** the Appellant to the mandate previously held by the Appellant in the Foundation prior to their suspension;
8. The Tribunal **EXONERATES** the Appellant of all charges with regard to her record in the Foundation;
9. The Tribunal **ORDERS** the Executive Director of the DMUN Foundation and the Deputy Executive Director of Programs to implement the Order of the Tribunal.



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DATED ON THE 24TH DAY OF APRIL OF THE YEAR 2026

ADMINISTRATIVE TRIBUNAL OF THE DMUN FOUNDATION FOR THE
MATTERS OF INTERNAL DISPUTE RESOLUTION

JUDGEMENT PUBLISHED AND ENTERED INTO THE REGISTER OF
THE COURT ON THE 24TH DAY OF APRIL OF THE YEAR 2026