



# NOTICE OF MOTION REGARDING AMENDMENTS TO THE EQUITY POLICY 2020-04-02

Submitted for: 2020-03-26

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| <b>Submitted to:</b> | SSMU Legislative Council                                       | <b>Document no.:</b>   | LEG-PUB-MOT-2020-03-26-002<br>(to be assigned by Steering)   |
| <b>Moved by:</b>     | Adam Gwiazda-Amsel<br><i>Vice-President (External Affairs)</i> | <b>Current Status:</b> | <input checked="" type="checkbox"/> FOR APPROVAL<br><input type="checkbox"/> APPROVED<br><input type="checkbox"/> POSTPONED<br><input type="checkbox"/> COMMITTED<br><input type="checkbox"/> NOT APPROVED |
| <b>Seconded by:</b>  | Beatrice Mackie<br><i>Law Representative</i>                   |                        |  |

**Issue** The Equity Policy requires Legislative Council ratification of investigative recommendations. This is against best practices of confidentiality and handling of Human Resources matters, and so this process is placed in the Board of Directors forum.

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**Background and Rationale** The GSVP, Accountability, and HR Committees all follow this process, limiting the number of people interacting with sensitive content and ensuring those who do interact with it have been given the proper training to discuss these affairs in an educated way.

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**Alignment with Mission** In addressing issues of discrimination and violence, we should be taking every step to ensure the safety and confidentiality of our membership. This applies the aspects of Service and Leadership as found within the Constitution.

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**Consultations Completed** This decision was taken in conversation with the Equity Commissioner.

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**Risk Factors and Resource Implications**      The Equity Policy will need to be updated to reflect this change by the Governance Manager and Communications Department.

**Sustainability Considerations**      There are no sustainability considerations as the relevant committees and processes are already in place. This is simply a question of ratification.

**Impact of Decision and Next Steps**      The Communications Department will work with the Governance Manager to ensure the Equity Policy is properly updated.

**Motion or Resolution for Approval**      *Be It Resolved, That* the amendment to the Equity Policy (Appendix A) be adopted.

**Results of the Vote**

|           |     |
|-----------|-----|
| In favour | ( ) |
| Opposed   | ( ) |
| Abstain   | ( ) |

## APPENDIX A: Equity Policy Amendments

5.1.5. Any individual who does not wish to participate in the resolution process is not obligated to do so; however, this does not prevent remedies from being recommended to the ~~Legislative Council~~ **Board of Directors**.

5.5.5. Recommendations for Resolution made by the Equity Officers shall be ratified by a majority vote of the ~~Legislative Council~~ **Board of Directors**.

5.5.5.1. If the ~~Legislative Council~~ **Board of Directors** does not approve the Recommendations for Resolutions made by the Equity Officers, the Recommendations shall be referred back to the Equity Officers for revision and presentation at the next session of the ~~Legislative Council~~ **Board of Directors**.

5.5.5.2. If the ~~Legislative Council~~ **Board of Directors** rejects the Recommendations following revision, it shall submit a reference to the SSMU Judicial Board explaining its reasons for withholding ratification.



5.7.2. In the case that Claimant or Respondent wishes to appeal the decision ratified at Legislative Council **Board of Directors**, the Claimant and/or respondent may appeal to the Judicial Board following the submission procedure outlined on the Judicial board website or by contacting the Chief Justice of the Judicial Board.

6.5. When the resolution is discussed by the Legislative Council **Board of Directors**, a confidential session will be declared, and all names and identifying features of the Claimant and Respondent will be omitted

10.3. The Legislative Council **Board of Directors** and the Executive Committee are responsible for ensuring the implementation of this Policy as well as integrating principles of anti-oppression, inclusivity and diversity into all activities of the SSMU.

FOR APPROVAL