



# MOTION REGARDING THE ADOPTION OF THE HUMAN RESOURCES POLICY 2020-09-08

Submitted for: 2020-09-08

<b>Submitted to:</b>	SSMU Legislative Council	<b>Document no.:</b>	LEG-PUB-MOT-2020-09-08-001 (to be assigned by Steering)
<b>Moved by:</b>	Brooklyn Frizzle <i>Vice-President University Affairs</i>	<b>Current Status:</b>	<input type="checkbox"/> FOR APPROVAL <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> POSTPONED <input type="checkbox"/> COMMITTED <input type="checkbox"/> NOT APPROVED
<b>Seconded by:</b>	Darshan Daryanani <i>Senate Caucus Representative</i>		

**Issue** In response to the recommendations of the 2018 SSMU Employment Equity Report, this motion seeks to adopt a new Human Resources Policy to replace the current Policy which expires on 2021/01/01.

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**Background and Rationale** In 2018, the SSMU Employment Equity Assistant released the *2018 Employment Equity Report for the Students' Society of McGill University*. This report, among other things, included detailed recommendations to improve the Society's Human Resources and Employment Equity practices.

While some of the recommendations outlined in the 2018 Report have been integrated into the SSMU's practices, many remain unimplemented, and none have been codified into the SSMU's Policies.

The Human Resources Policy, as it stands now, is merely six pages long and serves only as a basic procedural framework, ensuring that human resources practices are efficient and well-documented. Many of the SSMU's current HR practices are not reflected by this Policy.

Furthermore, the current Policy offers only two sentences on employment equity which establish that the SSMU's employment equity procedures shall satisfy legal standards for employment equity. With that in mind, it's important to note that the Provincial standards for employment equity offer no protections for Queer peoples.



This motion serves as an overhaul of the SSMU’s Human Resources Policy. As such, the proposed Policy is double the length of the original document and recenters focus on principals of employment equity while increasing transparency and accountability and codifying many of the SSMU’s existing HR practices.

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### Alignment with Mission

This motion and the proposed Policy are in accordance with:

- a) SSMU’s mandate to promote a functional, anti-oppressive environment, as per **Section 1.1** of the Equity Policy;
- b) SSMU’s mandate to demonstrate leadership in matters of human rights and social justice, as per the Constitution; and
- c) **Section 4.3. Employment Equity** of the Human Resources Policy.

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### Consultations Completed

The proposed Policy was drafted in consultation with the Executive Committee and satisfies the recommendations of the 2018 Employment Equity Report.

The Policy was presented to the Human Resources Committee and amended according to the Committee’s feedback until such time that the Committee was satisfied with the Policy.

Furthermore, the SSMU Equity Commissioners and the Student-Run Service Members' Union (SSMUnion) were both invited to review the Policy.

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### Risk Factors and Resource Implications

The proposed Policy, particularly **Section 12. Conflicts**, would add to the responsibilities of the Human Resources Committee and the Equity Complaints Committee. The Committees would need to allocate sufficient time to fulfill their new responsibilities.

Likewise, the proposed Policy would add to the responsibilities of Supervisors, who would need to allocate sufficient time to fulfill their new responsibilities.

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### Sustainability Considerations

The proposed Human Resources Policy serves to increase the social sustainability of SSMU’s HR practices and promotes a strong, safe and



empowering community by endeavouring to minimize systemic power imbalances within society and fostering a culture of anti-oppression, as outlined in section 3.2 of the Sustainability Policy.

### Impact of Decision and Next Steps

The SSMU has already implemented many of the practices outlined in the proposed Policy. The Human Resources Department and Committee will be responsible for implementing the following new practices:

1. The Human Resources Committee will receive reports of all complaints received by the Human Resources Department, including. The Committee will be responsible for approving any administrative or disciplinary action recommended by the Department;
2. Supervisors will be responsible for regularly consulting Staff to ensure that their job descriptions are accurate to the practical responsibilities of the position;
3. A mechanism will exist to dismiss complaints that are found to be frivolous or intentionally false;
4. Staff will be protected from reprisals for their participation in HR investigations; and
5. Extensive employment equity practices will be formalized and implemented into the SSMU’s HR practices, including measures to ensure accessibility and accountability.

### Motion or Resolution for Approval

*Be it resolved, that the Students’ Society of McGill University adopts the Human Resources Policy of 2020/09/08 as a Policy of the Board of Directors;*

*Be it further resolved, that this Policy comes into immediate effect and supersedes the existing Human Resources Policy of 2016/04/07;*

*Be it lastly resolved, that this Policy shall expire on 2025/01/01.*

### Results of the Vote

In favour	(CONSENT)
Opposed	()
Abstain	()



## Appendix A : Linked Documents

Link: [Human Resources Policy \(2020/09/08\)](#)

Link: [Human Resources Policy \(comparative, 2016/2020\)](#)

Link: [Employment Equity Guidelines \(2020/09/08\)](#)

Link: [2018 Employment Equity Report](#)

APPROVED