



## Bureau du président du conseil de l'AEUM

*Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.*

### SSMU Office of the Speaker

*Located on Haudenosaunee and Anishinaabe, traditional territories.*

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# MOTION REGARDING APPROVAL OF A NEW CONFLICT OF INTEREST POLICY 2023-12-13

Submitted for: 2023-12-14

<b>Submitted to:</b>	SSMU Board of Directors	<b>Document no.:</b>	N/A
<b>Moved by:</b>	Director Katchelewa	<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>	Director Gaither		

## Issue

The Human Resources Team is proposing the approval of a new SSMU Conflict of Interest Policy, as the previous policy expired on May 1st, 2023. The new policy is set to be in effect from December 15th, 2023, to May 1st, 2028. The proposed amendments address critical concerns brought forward in the implementation of the previous policy and aim to enhance the policy's effectiveness and transparency.

## Background and Rationale

To address key issues related to the effectiveness and transparency of the previous policy, the new policy includes proposed amendments in three central areas. Firstly, the amendments aim to improve the clarity and norms governing the investigation process for managing conflicts of interest, ensuring a more streamlined and clear procedure. Secondly, the revisions allow for increased employee involvement and follow-up in the management of conflicts of interest, fostering a more collaborative and accountable approach. Lastly, the new policy introduces a mechanism for third-party disclosures of conflicts of interest, promoting an additional layer of oversight for the broad array of conflicting interests that may arise in the workplace. These amendments collectively reinforce the SSMU's commitment to ethical conduct and transparency, thereby safeguarding the interests of the Society.



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### Alignment with Mission

The proposed amendments align with the SSMU's Leadership values and mission as a more comprehensible procedure that allows for greater employee involvement collectively reinforces the SSMU's commitment to leadership in ethical conduct and respect for human dignity in the process of disclosure management.

### Consultations Completed

Consultations on these policy amendments have been completed with the following parties:

- SSMU President
- VP University Affairs
- Governance Manager
- General Manager
- HR Director
- HR Manager
- Equity & Policy Specialist

### Risk Factors and Resource Implications

The implementation of the new Conflict of Interest Policy does carry some risk factors and resource implications. Firstly, on the positive side, the policy fosters a culture of openness and accountability within the organization. However, by opening up avenues for discussion and greater employee involvement in the management of conflicts, there are greater resource implications, such as an increased workload on the Human Resources Director and Human Resources Committee. Further, this new policy will require the implementation of a training regime for all regular full-time and regular part-time employees, possibly putting further strain on the HR Department. Finally, the creation of a third-party disclosure avenue will result in the requirement of a procedurally fair investigation standard, which if mismanaged could open the Society up to confidentiality concerns and possible legal liability.

### Sustainability Considerations

The proposed amendments to the Conflict of Interest Policy have taken into consideration the social sustainability goals of the Society. Primarily, by adding to the culture of greater transparency and accountability at all levels of the company, this policy aims to nurture a sense of empowerment for all staff members and strives to provide a productive and pleasant work environment while protecting the interests of the Society. The amendments align themselves with the goals of Article 5.2.4. of the SSMU Sustainability Policy on Human Resources Practices.



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### Impact of Decision and Next Steps

If the proposed resolution is approved, the new Conflict of Interest Policy will be in effect. The Human Resources Department will send out notice to all employees that the policy has been updated including a short description of the major changes and will schedule training sessions for all employees.

The communication with employees will centrally be managed by the Human Resources Manager. The Human Resources Manager and Human Resources Coordinator will conduct the training sessions, giving time for employees to ask questions and engage in discussion. This process of training will be completed before March 2024.

This matter can be made public within the Board session.

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### Motion or Resolution for Approval

Be it resolved that the Board of Directors approves a new Conflict of Interest Policy for the SSMU, effective December 15, 2023, and expiring on May 1st, 2028.

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### Results of the Vote

- |                                    |             |
|------------------------------------|-------------|
| <input type="checkbox"/> In favour | (UNANIMOUS) |
| <input type="checkbox"/> Opposed   | ( )         |
| <input type="checkbox"/> Abstain   | ( )         |



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## Appendix A: Slide Deck of Major Changes

[Presentation - Conflict of Interest Updates](#)

## Appendix B: Proposed Amendments

[Proposed Amendments - Conflict of Interest Policy 2023-07-06](#)

Note: The above Appendix documents are updated on the SSMU website as PDF documents.

APPROVED