



King's University College Students' Council
COMMUNITY STANDARDS POLICY

EFFECTIVE: November 23rd, 2014

SUPERSEDES: N/A

AUTHORITY: Council

RATIFIED BY: Council
November 23rd, 2014

RELATED DOCUMENTS: • By-Law #1

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PREAMBLE:

The KUCSC is proud to form a community that welcomes creative expression and constructive discussion, but recognizes that reasonable standards of conduct must be upheld. This policy ensures that every space the KUCSC or any KUCSC ratified group directly runs, operates out of, or uses for any of its events is safe for all members of the King's community. Additionally, this policy ensures that all volunteers, staff, members, agents, affiliated organizations, or any other person or group reasonably understood to be a part of or acting on behalf of the KUCSC act in a manner that is consistent with our vision of an open, dynamic, and welcoming community free from harassment or discrimination of any kind.

1.00 DEFINITIONS

1.01 **“Act” or “Act of Expression”** includes but is not limited to:

- (1) Posting, or causing any person to post, textual or graphical displays or displays that use one or both text and graphics; and,
- (2) Using speech or other forms of communication or causing any person to speak or use other forms of communication.

1.02 **“Committee”** refers to the Student Issues Committee unless otherwise stated.

1.03 **“Community Space”** shall be understood to any space, both online and offline, that the KUCSC or any KUCSC ratified group directly or officially runs, operates out of, or uses for any of its events.

2.00 APPLICATION

2.01 This document applies to the following:

- (1) All persons and groups that use, or attempt to use, community space under the jurisdiction of the KUCSC, including but not limited to the KUCSC Council Office, the Games Room, the KUCSC Boardroom, and the Regis Office;
- (2) All members, staff, volunteers, or other persons or groups reasonably considered a part of the KUCSC who are acting on behalf of or in any way representing the KUCSC at King's, Western, or any of Western's affiliated colleges; and,



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- (3) Off-campus acts when the individual is acting as a designated representative of the KUCSC or a student organization ratified by the KUCSC or when the individual presents herself as a representative of the KUCSC or a student organization of the KUCSC.

3.00 PROHIBITED CONDUCT

3.01 Acts of expression within a community space are strictly prohibited if such acts are deemed objectionable. Without limiting the generality of the foregoing, the following list sets out specific examples of objectionable acts of expression. This list is illustrative only and is not intended to define objectionable acts in exhaustive or exclusive terms:

- (1) The willful promotion of unjustified hatred against any identifiable group;
- (2) Breaching of the King's Student Code of Conduct;
- (3) Causes a disruption that obstructs or impairs the ability of any person or group to carry out her legitimate activities, including speaking or associating with others;
- (4) Misconduct or dangerous activity against any person, including but not limited to:
 - i. Assault, harassment, intimidation, threats or coercion;
 - ii. Conduct that threatens or endangers the health or safety of any person or group;
 - iii. Knowingly, or where one can be reasonably expected to have known, creating a condition that endangers the health, safety, or well-being of any person;
 - iv. Coercing, enticing, or inciting a person to commit an act that is humiliating or demeaning to that person or to others.
- (5) Furnishing false information to any group or person.
- (6) Failure to comply with any sanctions imposed by the Executive, Council, or Governance Officer.
- (7) Any act that has, or might reasonably be seen to have, an adverse effect on the reputation or the function of the KUCSC or the health, safety, or rights of any person or group.

4.00 ACTS OF EXPRESSION BY CLUBS

4.01 During an Act:



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- (1) Immediate Authority: The KUCSC General Manager and the Executive, excluding the Governance Officer, have the authority to decide whether an act of expression infringes this policy and to terminate the act immediately.
 - i. The person or group in violation has the right to request that the termination notice and explanation be submitted in writing.
- (2) Disciplinary Authority: All decisions to terminate an act will come before the Committee within four weeks to allow the Committee to decide whether to take further disciplinary action.
 - i. The Clubs Coordinator shall make a recommendation to the Committee on what further disciplinary action should be taken based on the following:
 - a. Those who exercise immediate authority shall, collectively, provide a written report of the incident to the Clubs Coordinator; and,
 - b. The infringer shall provide a written statement to the Clubs Coordinator.
 - ii. The Committee shall make its decision in accordance with this Policy and with the Clubs Policy.
 - iii. Where appropriate, the Committee may consult with other resources available at King's or Western, including Equity Services, in order to make more informed decisions.

4.02 After an Act:

- (1) Any person or group may file a complaint under this Policy with the Committee.
 - i. A complaint must include:
 - a. An outline of the circumstances of the alleged contravention of this Policy;
 - b. The name of the infringer; and,
 - c. The name and signature of the complainant and the date.
- (2) The Clubs Coordinator shall inform the infringer that a complaint has been issued against and that a hearing will be conducted by the Committee.



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(3) The Clubs Coordinator must bring the complaint before the Committee for discussion and to decide the appropriate course of action.

i. The Committee shall conduct a hearing in accordance with the Clubs Policy.

(4) Where appropriate, the Committee may consult with other resources available at King's or Western, including Equity Services, in order to make more informed decisions.

4.03 The Committee shall provide a written report outlining its decision and reasons used to arrive at its decision to the infringer and the complainant.

5.00 OTHER PERSONS OR GROUPS ASSOICATED WITH THE KUCSC

5.01 This section applies to all persons or groups affiliated with the KUCSC other than those organizations ratified through the clubs procedure. This includes, but is not limited to:

(1) Members, both Ordinary and Resource, of Council;

(2) Volunteers or employees of the KUCSC; and,

(3) Sports or other teams sponsored by or representing the KUCSC.

5.02 During an Act:

(1) Immediate Authority: The KUCSC General Manager and the Executive, excluding the Governance Officer, have the authority to decide whether an act of expression infringes this policy and to terminate the act immediately.

i. The person or group in violation has the right to request that the termination notice and explanation be submitted in writing.

(2) Disciplinary Authority: All decisions to terminate an act will come before the Committee within four weeks to allow the Committee to decide whether to take further disciplinary action.

i. The Governance Officer shall make a recommendation to the Committee on what further disciplinary action should be taken based on the following:

a. Those who exercise immediate authority shall, collectively, provide a written report of the incident to the Governance Officer; and,

b. The infringer shall provide a written statement to the Governance Officer.



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- ii. The Committee shall make its decision in accordance with this Policy.
- iii. Where appropriate, the Committee may consult with other resources available at King's or Western, including Equity Services, in order to make more informed decisions.

5.03 After an Act:

(1) Any person or group may file a complaint under this Policy with the Committee.

i. A complaint must include:

- a. An outline of the circumstances of the alleged contravention of this Policy;
- b. The name of the infringer; and,
- c. The name and signature of the complainant and the date.

(2) The Governance Officer shall inform the infringer that a complaint has been issued against and that a hearing will be conducted by the Committee.

(3) The Governance Officer must bring the complaint before the Committee for discussion and to decide the appropriate course of action.

i. The Committee shall conduct a hearing in accordance with this Policy.

(4) Where appropriate, the Committee may consult with other resources available at King's or Western, including Equity Services, in order to make more informed decisions.

5.04 The Committee shall provide a written report outlining its decision and reasons used to arrive at its decision to the infringer and the complainant.

6.00 SANCTIONS

6.01 Any student found responsible for misconduct may be subject to the disciplinary sanctions of this Policy, regardless of the action or inaction of civil authorities. Nothing in this Policy precludes the KUCSC from referring an individual matter to the appropriate law enforcement agency before, during, or after disciplinary action is taken by the Executive Council or the Committee under this Policy.

6.02 The Committee may impose one or more sanctions for infringing this Policy, including, but not limited to:



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- (1) Restricting or banning access to KUCSC community space for acts of expression for a period of time to be determined by the Committee; and,
- (2) Imposing conditions to access KUCSC community space, such as requiring consultation with the Executive Council prior to usage of such space for acts of expression, or public or private apologies.

6.03 Where a club has infringed this Policy, those with Immediate Authority will make recommendations to the Committee who will decide the appropriate sanctions according to this Policy and the Clubs Policy.

6.04 Where an individual council member, volunteer, or staff member is in violation of this policy, sanctions may include suspensions, dismissal, and denial of co-curricular recognition.

6.05 All decisions by the Committee are subject to the approval of Council. The decision of council is final.

7.00 PROCEDURAL AUTHORITY

7.01 Further Procedures necessary for the effective and efficient implementation of this policy shall be established and amended as necessary by Council.

- (1) The scope of such Procedures is limited to the scope of this policy.
- (2) In the event of any conflict, this Policy supersedes any documents created under it.
- (3) Any new Procedures and amendments to any existing Procedures must be ratified by Council before taking effect.