

EUS EQUITY POLICY

Adopted 2011

Article 1: Definitions

- 1.1 Oppression means the exercise of power to suppress a group of people by another with specific consideration of cultural, historical, and living legacies.
- 1.2 Privilege means a benefit, right, advantage, or immunity usually allocated to and held by a small, "dominant" group of persons to the disadvantage of others.
- 1.3 Marginalization means the creation of a dominant group of people which is defined as the "normal" group, creating classes of people who do not fit into the dominant group. These groups are thus "at the margins" of society, and deemed not belonging to society or not worthy of certain rights or privileges
- 1.4 Disadvantage occurs when a group or person is denied equal treatment, access to resources and opportunities, respect, and/or safety of person;
- 1.5 Complaint a formal written declaration of a violation of the Equity Policy to the Equity Officers.
- 1.6 Plaintiff means the person or group which has experienced the alleged discrimination and/or harassment.
- 1.7 Respondent means the person or group which has been accused of committing an action which may be defined as harassment or discrimination as defined in this policy.
- 1.8 Discrimination means the differential treatment of an individual, typically to their disadvantage.
- 1.9 Harassment means an overt act of discrimination.
- 1.10 Minority means a group or individual having reduced power or representation relative to other groups within society.

Article 2: Scope

- 2.1 This policy shall apply to:
 - 2.1.1 Members and the staff of the Engineering Undergraduate Society (EUS).
 - 2.1.2 All activities and events hosted, funded, and promoted by the EUS and its affiliated clubs and services.
 - 2.1.3 Written or graphic material which is published, distributed, endorsed or funded by the Society.
 - 2.1.4 Activities, events, and promotions held in (building, room, etc list of all engineering buildings).
 - 2.1.5 Funding allocated by the Society.
- 2.2 Neither this policy in general, nor its definitions in particular, are to be applied in such a way as to detract from the right of members to engage in open discussion of potentially controversial matters. No individual student or student group should have the effect of limiting dialogue on legitimate topics provided that such discussion is conducted in a respectful, non-coercive, collegial manner that conforms to the policy on discrimination and harassment set out in section 4 of this policy.

Article 3: Policy Statement

- 3.1 The EUS has a responsibility as a leader, representative, and service provider to a diverse membership, to conduct ourselves by the highest standards of respect, fairness, integrity, safety and equitable treatment for all persons. At the forefront of this responsibility are

respect for personal and professional integrity, dignity, academic freedom, diversity, personal and social property, and safety. We strive to create a community that exceeds social standards of equitable treatment, creating a safe haven for all of our members where collegial debate and marginalized ideas can flourish in a culture of respect.

- 3.2 To support this responsibility as well as our mission of service, representation, and leadership, the EUS will promote a functional anti-oppressive environment and acknowledge that a functional anti-oppressive environment is achieved through:
 - 3.2.1 recognizing that systematic processes and cultural biases disadvantage certain groups of people on the basis of irrelevant personal characteristics;
 - 3.2.2 taking pro-active steps to challenge and acknowledge the current and historical processes and biases that affect the safety and well being of these disadvantaged groups;
 - 3.2.3 acknowledging that certain groups of socially privileged people knowingly or unconsciously benefit from this process and do not have the same experience of disrespect and exclusion as those in disadvantaged groups;
 - 3.2.4 and taking pro-active steps to challenge the actions, attitudes, and assumptions that result from this social privilege.
- 3.3 The EUS condemns harassment or discrimination of disadvantaged groups on the basis of, but not limited to gender, gender expression, age, race, ethnic or national origin, religion, sexuality or sexual orientation, mental or physical abilities, language, size, or social class. The EUS regards harassment or discrimination on the basis of these considerations as serious offences. This does not prevent any program or activity whose purpose is to improve the conditions of a specific disadvantaged individual or group from conducting events or activities. The EUS shall actively support projects and policies that aim to end discrimination or to promote accessibility and inclusiveness in their community. In accordance with this, the EUS and its affiliated clubs and services will not affiliate or collaborate with organizations known to promote or engage in the previously aforementioned discrimination or harassment.

Article 4: Protocol

- 4.1 The purpose of the Student Equity Commissioner ("SEC") shall be to ensure the awareness and the respect of student rights as well as the advocacy of equity issues in the EUS.
- 4.2 The SEC shall function as:
 - 4.2.1 Advocate concerning equity issues;
 - 4.2.2 Confidential resource person for students regarding their rights and responsibilities at McGill University.
- 4.3 The SEC shall:
 - 4.3.1 Report at least bi-weekly to the President and/or VP Internal;
 - 4.3.2 Present each semester a report to EUS Council detailing projects undertaken by the SEC as well as recommendations for actions to be taken by EUS;
 - 4.3.3 Meet monthly with SSMU Equity Commissioner and other faculty Equity Commissioners.
 - 4.3.4 Keep students informed about their rights and responsibilities and promote their respect actively through regular EUS Pipeline & Ten postings;
- 4.4 Accessibility
 - 4.4.1 Upon selection, the Equity Commissioner will be advertised over the EUS Pipeline.
 - 4.4.2 Be available to answer students' concerns regarding grievances and equity issues in general, through office hours & email/online complaints.

Article 5: Complaints

- 5.1 All complaints are to be kept confidential between the Equity Commissioner, Equity Officers, the Respondent, the Plaintiff and any parties consulted in the investigation process.
 - 5.1.1 Complaints deemed pertinent to the Engineering Student body as a whole will be released from confidentiality and advertised, at the discretion of the Equity Commissioner and the Equity Officers.
- 5.2 All complaints shall be submitted in writing, or addressed in writing to an Equity Officer. [Refer to Equity Committee By-Laws]
- 5.3 A complaint can be submitted anonymously.
- 5.4 All complaints submitted will be investigated, provided the plaintiff party is willing to assist the Equity Commissioner in a capacity that will not put their personal safety or the safety of any other individual or group at risk.
 - 5.4.1 Equity Officers shall investigate any information that is not explicitly confidential.
 - 5.4.2 Complaints will be investigated primarily by the Equity Commissioner; in certain cases, the EUS Executive Committee will be consulted for further investigation and procedural matters.
- 5.5 All complaints will be resolved as per the stipulations in section 6
- 5.6 The Equity Commissioner shall be given a page on the EUS Website with their contact information, an online complaint form and a copy of the Equity Policy.

Article 6: Discipline and Resolution of Complaints

- 6.1 Act(s) of discrimination and harassment shall be considered an offence and subject to disciplinary action. Disciplinary action in the case of EUS Employees is an HR matter and is at the discretion of the Executive Committee.
- 6.2 Disciplinary actions and resolutions include, but are not limited to:
 - 6.2.1 Letter(s) of apology.
 - 6.2.2 Suspension of the respondent from their position within the EUS and its affiliated clubs, services, or publications.
 - 6.2.3 Suspension of financial support by the EUS for the EUS group that violate this policy.
 - 6.2.4 Dismissal of the respondent from their position within the EUS.
 - 6.2.5 In the case of more serious violations, the complaint may be referred to the administrative powers of the University, or to an external legal source.
- 6.3 A complaint is considered finalized upon the successful resolution of the complaint.
 - 6.3.1 A successful resolution is dependent upon the mutual acceptance by all three parties, the Plaintiff, Respondent & the Equity Committee.
 - 6.3.2 In the case of an unsuccessful resolution, the Equity Report shall be submitted to the EUS Executive. In a timely manner, the Executive will rule an appeal in or out of order.

Article 7: Documentation – Equity Log

- 7.1 Any formal decision and/or action shall be documented in writing and provided to the plaintiff and to the respondent.
- 7.2 A copy of the report must be signed by an Equity Commissioner and a witness, confirming that the report was received by both plaintiff and respondent.
- 7.3 A copy of all written complaints shall be kept in the Equity Log.
- 7.4 Any informal action undertaken shall be noted in the Equity Log, along with the signature of the Equity Commissioner.

7.5 The Equity Log shall be a Confidential Document.

Article 8: Limitations

- 8.1 No complaint shall be considered with respect to an incident of discrimination or harassment, which occurred more than one calendar year prior to the complaint.
- 8.2 Nothing in this Policy precludes either party from exercising any recourse available external to the EUS.