

EVENT BLACKLISTING POLICY

Adopted February 9, 2016

Article 1: Definitions

- 1.1 The event is hosted by a EUS member or group, and is intended for the general population of the EUS.
- 1.2 Organisers include any individuals or EUS group(s) who are responsible for the planning and execution of the event.
- 1.3 Staff include any volunteers selected or approved by the event organisers and are assigned with logistical tasks during the duration of the event.
- 1.4 Participants are attendees who are not responsible for any functional requirements of the event.
- 1.5 Blacklisting refers to a ban placed on a member of the EUS with regards to participating or staffing in any future event hosted by the EUS for a defined period of time.

Article 2: Improper Conduct

- 2.1 Improper conduct of an individual includes any action that endangers the well-being, physical or mental, of themselves and/or other people at the event, or if any damage is done to the property.
- 2.2 An organiser may request the blacklisting of a participant or staff that they deem to have demonstrated improper conduct during the event.
- 2.3 The request must be approved by the head of the organizing group and at least one EUS executive.

Article 3: Investigation and Verdict

- 3.1 At the first council of the academic year, an investigation committee will be formed and will consist of one EUS executive, the EUS equity commissioner, and 2 to 4 members-at-large.
 - 3.1.1 The investigation committee is to be chaired by EUS equity commissioner.
 - 3.1.2 The investigation committee shall be composed of no less than 3 members at any single time.
- 3.2 Upon receipt of the incident description by the chair and prior to the start of the investigation, the investigation committee members must evaluate the possibility of any conflicts of interest.
 - 3.2.1 The members of the investigation committee should not have been present at the incident as to avoid bias.
 - 3.2.2 The members of the investigation committee should not have any prior personal relationship with any of the parties involved.
 - 3.2.3 Any member of the investigation committee may step down from the committee for the duration of the investigation by informing the chair.
 - 3.2.4 At any point during the investigation, the chair may ask a investigation committee member to step down for the duration of the investigation due to conflict of interest.
 - 3.2.5 Should the chair decide to step down, their duties shall be assumed by an EUS executive that is already a member of the investigation committee.

- 3.2.6 In the event that section 3.1.2 is not met, the EUS Council shall nominate one of more temporary replacements to the investigation committee members that have stepped down.
- 3.3 The investigation committee must interview the individual in question. Failure for the individual to cooperate invokes an automatic verdict of guilt.
- 3.4 The investigation committee must interview the organiser who requested the blacklisting. Failure for the organiser to cooperate invokes an automatic verdict of innocence.
- 3.5 The investigation committee may question any participant, staff, or organiser who voluntarily comes forward with information on the incident.
- 3.6 During the investigation process, the individual in question is not allowed to participate or staff in any EUS events for a probationary period of up to three (3) weeks following the approval of the request by the head organiser and a EUS executive.
- 3.7 The investigation committee cannot discuss any details of the individual or incident in question with people outside of the investigation committee and the EUS executive committee.
- 3.7.1 Access to the minutes recorded during the investigation shall be restricted to the members of the investigation committee and the EUS executive committee.
- 3.8 When a consensus verdict is reached amongst the members of the investigation committee, a report with the verdict is presented by the chair to the EUS executive committee for approval by two-thirds majority.
- 3.8.1 If the verdict is not approved by the EUS executive committee, the investigation process is extended until the following EUS executive committee meeting.
- 3.9 Upon approval from the EUS executive committee, the verdict on the individual in question is effective immediately. The investigation committee must inform the individual of the decision and terms within 24 hours of the approval.

Article 4: Terms of Blacklisting

- 4.1 The length of an individual's blacklisting is recommended by the investigation committee during section 3.8 and is approved by the EUS executive committee.
- 4.2 Temporary removal of an established blacklisting may be requested by the blacklisted individual pending the majority approval of the investigation committee and the EUS executive committee.
- 4.3 If a blacklisted individual registers for an event without abiding section 4.2, the individual may be unregistered and not be refunded by the event's organizers.
- 4.3.1 If a blacklisted individual has registered and paid for an event prior to the probationary period, they may be refunded and unregistered from said event.

Article 5: Blacklisting

- 5.1 An organiser may blacklist a participant or staff who is not a member of the EUS from future EUS events without an investigation committee, pending a majority approval from the EUS executive committee.
- 5.2 A list of all currently blacklisted individuals is maintained by the EUS executive committee and is relayed to the heads of all EUS organizing committees and departments by the VP Internal.

Article 6: Appeal

- 6.1 A blacklisted individual may appeal the decision of the investigation committee. The appeal shall be submitted in writing to the President of the EUS. The grounds for the appeal must be specified.
- 6.2 An Appeal Committee shall be formed and will be chaired by the President of the EUS.
 - 6.2.1 It shall be composed of another member of the executive committee, and any number of members-at-large as deemed appropriate by the chair
- 6.3 Members of the Appeal Committee must evaluate any possibility of a conflict of interest, as outlined in section 3.2.
- 6.4 The Appeal Committee shall review the minutes of the Investigation Committee and re-interview the blacklisted individual.
- 6.5 The decision of the Appeal Committee following deliberations shall be final and binding, and no further appeal shall be considered