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Affidavit of Kevin Arriola

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**ONTARIO
SUPERIOR COURT OF JUSTICE**

B E T W E E N:

KEVIN ARRIOLA AND ALEXANDRA GODLEWSKI

Applicants

and

RYERSON STUDENTS' UNION

Respondent

APPLICATION UNDER section 97 of the *Court of Justice Act* and rule 14.05 of the *Rules of Civil Procedure*.

AFFIDAVIT OF KEVIN ARRIOLA

I, Kevin Arriola, of the City of Toronto, MAKE OATH AND SAY:

1. I have personal knowledge of the matters and facts hereinafter deposed to by me, except where same are stated to be based upon information and belief, in which cases I believe them to be true.

The Applicants

2. I am a full-time student at Ryerson University currently in my fourth year of Politics and Governance (BA). I serve as the President of The Men's Issues Awareness Society at Ryerson ("MIAS").
3. Alexandra Godlewski is a full-time student at Ryerson University, currently in her fourth year of Journalism (BA). Ms. Godlewski serves as the Social Media Executive of MIAS.
4. MIAS is a student group established in 2015 by students at Ryerson University to host discussions and bring social awareness to issues that disproportionately affect men and boys, such as higher rates of suicide, homelessness, workplace injuries and failure in school.

The Respondent

5. The Ryerson Students' Union ("RSU") is a corporation pursuant to the *Corporations Act*, R.S.O. 1990, c. C.38. RSU is a student government organization representing all full-time undergraduate and graduates students enrolled in Ryerson University. RSU is funded by mandatory fees collected from students by Ryerson University and then transferred to RSU.
6. In its *Policy Manual* (attached as **Exhibit "A"** to this affidavit), RSU recognizes freedom of speech and peaceful assembly as fundamental human rights and states that "the university campus should be a place where students can access these rights..."; see *Policy Manual* at page 11. The *Policy Manual* also states that RSU supports and recognizes students' fundamental rights of freedom of conscience and religion, freedom of thought, belief, opinion and expression, freedom of assembly, and freedom of association; see *Policy Manual* at page 87.
7. RSU recognizes over 80 student groups which promote a broad range of diverse religions, cultures, activities, ideologies and views; see list of currently recognized RSU student groups, copied from <http://rsuonline.ca/Student-Group> on March 3, 2016, attached as **Exhibit "B"** to this affidavit. In its *Student Group Policy*, RSU requires that a student group's "actions must not be contrary to the *Ontario Human Rights Code*, RSU or the University's policies." Neither RSU nor Ryerson University policies place any ideological requirements on recognized student groups; see *Policy Manual* at page 102; see also RSU *Student Groups Policies* from <http://fileserver.cfsadmin.org/file/rsu/b1402d9ab39697f264ab594f9273f8480c9ffa11.pdf>, attached as **Exhibit "C"** to this affidavit. In fact, the Ryerson University specifically promotes and defends students' freedom of expression; see excerpt from Ryerson University's *Student Code of Non-Academic Conduct* attached as **Exhibit "D"** to this affidavit; see also Ryerson University's *Statement on Freedom of Speech* attached as **Exhibit "E"** to this affidavit.

8. RSU provides recognized student groups with funding, along with numerous other the benefits including advertising, facility booking and event approval, as listed at <http://rsuonline.ca/Campus-Life/RSU-Student-Groups/Policies-Risk-Management> (a copy of this webpage is attached as **Exhibit “F”** to this affidavit). These benefits are described in the listed policies: *Facilities Booking and Events Policy*, attached as **Exhibit “G”** to this affidavit; *Funding Policy*, attached as **Exhibit “H”** to this affidavit; and *Advertising Policy*, attached as **Exhibit “I”** to this affidavit.

The Decision to Reject MIAS’ Application for Student Group Recognition

9. I worked with the RSU Campus Groups Administrator, Leatrice O’Neill, to create a constitution for MIAS that met RSU requirements; see email exchange with Ms. O’Neill attached **Exhibit “J”** to this affidavit.
10. On October 19, 2015, I submitted MIAS’ application to RSU for recognition as a student group, which, in my recollection, consisted of MIAS’ constitution, a members list and a list of proposed events. I do not have a copy of this application.
11. RSU scheduled a meeting with MIAS on October 26, 2015, and specifically requested “an explanation of the nature of your group what plans you have for events/activities during the year ahead”; see email from Ms. O’Neill attached as **Exhibit “K”** to this affidavit. Ms. Godlewski and I attended the meeting with the RSU Student Group Committee (the “Committee”) on October 26. I provided the Committee with information about the nature of MIAS and the activities and events we planned to conduct. When I raised as an example of the issues MIAS would discuss a study dealing with incidences of domestic abuse against men (http://pubpages.unh.edu/~mas2/V71-Straus_Thirty-Years-Denying-Evidence-PV_10.pdf), the Committee members simply dismissed the study as likely inaccurate.
12. The Committee denied that there was any need for a men’s issues group, stating that other groups like the Women and Trans Collective were already addressing many of the issues MIAS sought to

focus on. Further, they questioned a need for such a group since men already had “systemic privilege”. The Committee questioned Ms. Godlewski and myself for over an hour.

13. The Committee’s focus was primarily on MIAS being associated with Canadian Association for Equality (“CAFE”) and A Voice for Men (“AVFM”). I clarified that MIAS was not controlled by CAFE but utilized CAFE as a resource. I further informed the Committee that MIAS had no association with AVFM. The Committee voiced its disapproval of CAFE and AVFM, claiming that these groups made women feel unsafe, undermined victims of sexual assault by questioning the validity of rape statistics, and “harassed” women.
14. The Committee essentially argued that since MIAS was a group focused on men’s issues, it would harass women and make them feel unsafe. The Committee ignored MIAS’ commitment to equality for all, and the fact that almost half of MIAS’ members are women. Without evidence, the Committee claimed that MIAS could become “a breeding ground for misogyny and anti-feminism”.
15. The Committee claimed that people on campus had contacted them, alleging that our group was making them feel unsafe. Prior to this meeting, RSU had never raised any of the alleged complaints with us. I have no knowledge of any instance whatsoever of a member of MIAS engaging in any inappropriate behaviour. Further, the Committee presented no evidence that any of our members had engaged in inappropriate behaviour.
16. On October 27, 2015, I received an email from RSU informing us that MIAS’ application had been rejected; see emails from Leatrice O’Neill attached as **Exhibit “L”** to this affidavit.
17. On October 30, 2015, I met with RSU president Andrea Bartlett, RSU Vice-President Equity Rabia Idrees and another RSU representative. At this meeting, they gave me a document listing five “Committee Concerns”: 1) that MIAS wasn’t taking “all the proper safety measures” to keep it from “spinning out of control”; 2) that MIAS was associated with the CAFE; 3) that MIAS did not properly “acknowledge the systemic privilege that men have”; 4) that MIAS’ constitution did not

sufficiently address safety concerns, limit associations with external groups, or commit it to equality; and 5) that MIAS violated RSU requirements that students groups' actions not violate RSU policies, on account of MIAS' association with CAFE, which they alleged violated RSU's *Women's Issues* policy (located at 29 of the *Policy Manual*). See "Committee Concerns" document attached as **Exhibit "M"** to this affidavit.

18. At the October 30 meeting, RSU directed me to contact the Equity Service Centres at RSU to receive help in making changes to MIAS' constitution. We pursued this possibility of receiving student group recognition and contacted various groups; see e.g. emails from Kevin Arriola to RSU Equity Service Centres, attached as **Exhibit "N"** to this affidavit. However, the only group which responded was the Centre for Women and Trans People, which informed MIAS that it would not be able to help MIAS.
19. On November 3, 2015, I wrote to the RSU Vice-President Student Life & Events, Harman Singh, to formally request an appeal of the Committee's decision to reject the application of MIAS. On November 16, 2015, I was informed by RSU President Andrea Bartlett that the RSU Executive Committee would hear my appeal the next day, and that I was to send over a presentation and any information we wanted to present to the Executive Committee. I had a doctor's appointment the next day and informed Ms. Bartlett that I could not attend the meeting, so the presentation was postponed until the next meeting of the Executive Committee on December 1, 2015. However, Ms. Bartlett requested that I send over an appeal presentation and other documentation as soon as possible. See email correspondence between Mr. Arriola and RSU attached as **Exhibit "O"** to this affidavit.
20. On November 17, 2015, I submitted an appeal presentation and a revised constitution for MIAS. See MIAS appeal presentation, attached as **Exhibit "P"** to this affidavit.

21. Despite not receiving assistance from any of the Equity Service Centres at RSU, MIAS had made amendments to its constitution so as to address the “Committee Concerns”. These amendments expressly stated MIAS’ pre-existing commitments to remain independent of any external control, to reject all forms of violence and hate speech, to take all precautions for safety at any group functions, and to provide a safe place for discussions free of fear for personal safety. See revised MIAS constitution, attached as **Exhibit “Q”** to this affidavit.
22. Despite these changes, on November 19, 2015, RSU expressed its disapproval of MIAS’ revised constitution. Specifically, RSU Campus Groups Administrator Ms. O’Neill stated in emails that RSU was not satisfied because MIAS’ constitution did not prohibit persons associated with CAFE or AVFM from potentially becoming involved with MIAS activities. She requested that MIAS further change its constitution to state that it would not program activities involving members of CAFE or AVFM. In response, I sought to clarify the nature of the association RSU wanted to prohibit. However, Ms. O’Neill indicated that since an appeal of RSU’s decision was underway, she could not comment further, thereby ending the discussion. See emails between Mr. Arroila and Ms. O’Neill, November 19-20, 2015, attached as **Exhibit “R”** to this affidavit.
23. On December 1, 2015, I met with the RSU Executive Committee. I explained the changes MIAS had made to its constitution and addressed the “Committee Concerns” that had been previously raised, attempting to clear up the misunderstandings and errors on which the concerns were based. For example, I explained that MIAS did not take a formal position on issues such as “systemic privilege” but rather sought to welcome the participation of various perspectives in the discussion of issues facing men and boys. However, the Executive Committee continued to reiterate the same unfounded concerns expressed by the Student Group Committee. The Executive Committee disregarded MIAS’ commitment to equality, which is expressly set out in our constitution, arguing that if we were truly for “equality” we could not also be for “equity”, and that our commitment to

equality and intersectionality were contradictory. I affirmed MIAS' commitment to equity, which I believe is clearly implied in our express commitment to equality and intersectionality. Despite this, the Executive Committee appeared set on not recognizing MIAS as a student group.

24. Shortly after the December 1 meeting, RSU Vice-President Equity Rabia Idrees gave an interview to *the Eyeopener*, which quoted her as praising a Ryerson Feminist Collective rally, by impliedly contrasting it with her view of MIAS. Ms. Rabia also alleged that my presence for a brief time at the rally caused an unsafe space for some students. See article in *the Eyeopener*, dated December 3, 2015, attached as **Exhibit "S"** to this affidavit.

25. The Executive Committee sent MIAS' appeal to the RSU Board of Directors (the "Board"). On January 25, 2016, I gave a presentation to the Board and was questioned by the Board. The Board repeated many of the concerns previously raised, ignoring my responses and clarifications about the nature of MIAS. The Board voted against a motion to grant MIAS student group status, with 12 votes against, 0 votes in favour, 7 votes abstaining, and 1 vote spoiled.

26. On February 29, 2016, RSU provided a written summary of its decision to reject MIAS' application for student group status, attached as **Exhibit "T"**. In describing the decision to deny MIAS' application, the written summary, signed by RSU President Andrea Bartlett, stated:

The committee felt is [sic] was a violation of the Student Group Policy #6 which reads, "Social, political issue, or non-academic special interest groups may be formed and subsequently recognized by RSU if the group can prove its viability and can act in accordance with RSU and University criteria, policies, and procedures".

I have reviewed RSU's policies published on its website, including the *Policy Manual* and the *Student Group Policies*, and to my knowledge, RSU has no such written policy or requirement for student group recognition.

27. As a result of RSU refusing to recognize MIAS as a student group, we are excluded from RSU funding, advertising, facility booking and event approval, as described above. Without student group recognition, we are severely limited and restricted in our ability to access the opportunities to

engage our fellow students in discussion by means such as booking info tables or advertising. We have been forced to hold events off campus, because we cannot afford to book event rooms on campus (which are provided free to recognized student groups). Consequently, our events have had significantly diminished awareness and turnout.

28. As members and executives of MIAS and students of Ryerson University, we feel excluded from the Ryerson community. The allegations levelled against us by RSU have caused us to be ostracized by fellow students and have sabotaged our confidence and desire to engage with our fellow students. We feel marginalized and discriminated against by RSU simply because we want to host discussions about issues affecting men and boys.

Sworn before me at the City of Toronto
in the Province of Ontario, on April 6, 2016.


ALAN HONNER
BARRISTER & SOLICITOR
60985W


KEVIN ARRIOLA

POLICY MANUAL

Ryerson Students' Union
Local 24 Canadian Federation of Students

Revised and Approved April 2015

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Issue-based Policies

SECTION I

Accessibility

ADOPTED: March 20, 2003

AMENDED: N/A

Preamble

- 1.1 The Ryerson Students' Union opposes all forms of ableism, the prejudice or discrimination against people with disabilities. The RSU is committed to accessibility and seeks the meaningful participation of all of its members, free of barriers.

Policy

- 1.2 The Ryerson Students' Union is committed to fostering community and inclusion in adherence to the accessibility for Ontarians with Disabilities Act and the Ontario Human Rights code.
RSU events must be accessible for all members regardless of ability, and this accessibility must be communicated effectively.

Definitions

- 1.3 **Accessibility barrier**
The RSU defines an accessibility barrier as any obstacle that makes it difficult or impossible for members with disabilities to take part in the services and campaigns of the students' union.
- 1.4 **Ableism**
The RSU defines ableism as a form of discrimination or social prejudice against people with disabilities. It may also be referred to as disability discrimination, ablecentrism, physicalism, handicapism, and disability oppression.

Protocol

- 1.5 All RSU events advertising, including advertising for the AGM and SAGM, will include symbols and information on accommodation services available at said events. Accommodation services, such as American Sign Language interpretation, shall be available at RSU annual and semi-annual meetings.

Issues Policy #2
Anti-Racism

ADOPTED: April 11, 2007

AMENDED: August 24, 2011

Preamble

- 2.1 Racism is a phenomenon based on the social, political, economic and historical construction of race and power that affects the lived experiences of all people including students. Historically, racism has manifested itself through more explicit forms of verbal, psychological and physical discrimination. While racialised people today still experience explicit incidents of Racism, more common forms of racial discrimination are in the systemic and structural architecture of government, civil service, the criminal justice systems and many public and private institutions—even those of higher learning.

Racialised communities face numerous disadvantages in the social, political and economic spheres that are the direct result of both explicit and institutional forms of racism. Some examples of racism as it is manifested today include, but are not limited to:

- i. Racial profiling by police and security services;
- ii. Academic curricular that exclude the histories and contributions of racialised peoples, including First Nations and immigrant communities;
- iii. Economic deprivation of Racialised people, through discrimination in employment or relegation to part-time, precarious work with substandard pay and questionable labour and safety standards;
- iv. Restrictions on travel, or harassment when travelling based on race, ethnicity, country of origin and/or religious belief - whether real or perceived;
- v. Harassment and abuse-intentional or unintentional - on physical, verbal, emotional and psychological levels, from strangers, coworkers, superiors, colleagues, classmates or friends.

The Ryerson Students' Union (RSU) recognizes that oppression is rooted in historical, social, cultural, political and economical forms of systemic discrimination. This systemic discrimination is structural in nature and uniquely marginalizes racialised students and indigenous and/or Aboriginal students.

The RSU affirms that racism is a system of advantage based on race; the ability to act on the belief that people of different races have different qualities and abilities, and that some races are inherently superior or inferior. Racism manifests in many ways, from dislike and avoidance of people based on their race to discrimination against them on an institutional level to acts of race-based violence. Racism is related to power, who has power, and who is given power by

society; it exists beyond one-on-one interactions, hence its systemic and structural nature.

The RSU acknowledges that racialised students disproportionately experience greater levels of poverty, lower incomes, and higher debt levels. In the student union's efforts to advocate for an affordable and accessible education, special attention will be placed on the unique socio-economic barriers that racialised students' experience.

Policy

- 2.2 The Ryerson Students' Union objects to any and all discrimination on the basis of race, ethnicity, place of origin, immigration status, linguistic ability, and religious or spiritual belief—both real and perceived. All students have the right to study, work and socialize in an affirming environment that is free from harassment, violence and discrimination.
- 2.3 The Ryerson Students' Union Supports:
 - i. An anti-racism committee with funding from the annual operating budget. The committee will be open to all students and mandated to conduct research and education on issues of racial oppression. The committee will work to promote anti-racism awareness on campus through events, educational materials, general campaigns and outreach. The committee will strive to implement the recommendations made by the Task Force on Campus Racism, organized the Canadian Federation of Students-Ontario;
 - ii. Access to an affordable education free from explicit and systemic forms of racism
 - iii. The work of all students, clubs and organizations that seek to eliminate racism both on and off campus;
 - iv. All equity based institutional initiatives that seek to correct the historical injustices of the past and create a level playing field for racialised students;
 - v. The inclusion of multiple cultural perspectives, histories and narratives in academic curricula and course material;
 - vi. Equal opportunity programs that promote equitable employment and academic opportunities for students from racialised communities, including aboriginal and immigrant students;
 - vii. The designation of campus spaces as official sanctuaries for undocumented migrants or the children of undocumented migrants to

safely pursue employment and education without the harassment of immigration, security or police authorities;

- viii. Policies and protocols that address the manifestation of racism on campuses and society, and their acknowledgement of the intersections on the basis of gender, class, sexual identity, religion, or ability;
- ix. The full adoption of the province-wide Task Force on Campus Racism Task Force and the local Anti-Racism Task Force,

2.4 The Ryerson Students' Union Opposes:

- i. All explicit and systemic forms of racism in campus life and outside of the institution, including, but not limited to the criminal justice system, employment, healthcare, childcare, mental health services, financial assistance, and housing;
- ii. The formation of student groups that deny the historical and present day existence of Racism against people of colour, and promote white supremacist ideology;
- iii. Institutional racism in hiring and curricula; policy and governance, and the delivery of services;
- iv. Discrimination and harassment from police or other security and government services both on and off campus;
- v. Reductions or elimination of funding for critical area studies including but not limited to African Studies, South Asian Studies, East Asian Studies, Latin American Studies, Caribbean Studies, Aboriginal Studies and Middle Eastern Studies.

Issues Policy #3
Bottled Water

ADOPTED: February 27, 2012
AMENDED: N/A

Preamble

- 3.1 Water, like education, is a public right, not a privilege. Like the invasion of commercial values into education, the treatment of water as a commodity that can be sold poses the risk of potentially denying access to this life-sustaining resource. It is a common responsibility of all people and governments to ensure that water is used sensibly to minimize negative environmental impacts and guarantee the free and universal access to clean drinking water into the future.

However, most city water in Canada is much more highly regulated and monitored for quality than bottled water. In addition, public water systems are the most responsible mechanism for ensuring that water is accessible. In addition, mass production of bottled water has negative environmental impacts due to the creation of landfills full of empty bottles and plastic leaching toxins endangering the surrounding environment and communities and posing hazardous risks.

Bottled water is one of the key products being promoted in the public school system and on college and university campuses across the country. Beverage exclusivity contracts on campuses are the marketing tool of choice for water bottling companies to guarantee access to the student and youth markets. Private beverage companies are engaged in aggressive marketing campaigns claiming that bottled water is the only safe source of drinking water available and creating a culture of dependence and reliance on private water sources that undermine public confidence in public water systems.

Buying bottled water sends a powerful message to our elected leaders that there is little need to maintain and improve Canada's water infrastructure.

General Description

- 3.2 The Ryerson Student's Union opposes the sale of water-which should be free and publically accessible.

Policy

3.3 The Ryerson Students' Union Supports:

- i. Adequate funding and support for clean and accessible water systems nationwide;
- ii. Public ownership of natural water sources;
- iii. Adequate funding for clean and accessible public water systems;
- iv. Public drinking fountains in spaces and public buildings, including college and university campuses;
- v. Enforced government regulations to establish standards and guidelines for public water systems that set international standards;
- vi. Government initiatives to clean up polluted water sources;
- vii. Bottled water bans for all events held by municipal, provincial or federal governments or public institutions;
- viii. Container deposit laws and other effective ways of reducing the amount of bottles piling up in landfills and polluting the environment.

3.4 The Ryerson Students' Union Opposes:

- i. The use of bottled water where safe drinking water is available;
- ii. The privatisation of natural water sources and water services;
- iii. Bulk water imports and exports;
- iv. Water theft by bottled water corporations of public water and public water sources;
- v. Any change to public policy that serves the private and commercial interests of bottled water companies instead of the public interest;
- vi. Government underfunding of public water systems and water testing programmes;
- vii. The allocation, sale or lease of land or natural resources by any level of government to bottled water companies;
- viii. National or international trade agreements that limit or undermine Canada's ability to regulate and protect public water systems.

Non-Academic Codes Of Conduct

ADOPTED: April 11, 2007

AMENDED: N/A

Preamble

- 4.1 Freedom of speech and peaceful assembly are fundamental human rights under the Ontario and Canadian Law. The Ryerson Students' Union believes that the university campus should be a place where students can access these rights, particularly when it comes to political dissent. The introduction of Non-academic codes of conduct on university campuses across the country, have the potential to threaten students' rights to freedom of peaceful assembly and protest. While we support Canadian Law that prohibits speech that is rooted in hate speech, we oppose university policy that penalizes students for exercising their democratic rights.

General Description

- 4.2 The Ryerson Student's Union believes that students have fundamental rights to freedom of assembly, dissent, and expression.

Policy

- 4.3 The Ryerson Students' Union Supports:
- i. Freedom of conscious and religion;
 - ii. Freedom of thought, belief, opinion and expression, including freedom of the press and other mediums of communication;
 - iii. Freedom of peaceful assembly; and
 - iv. Freedom of association.
- 4.4 The Ryerson Students' Union Opposes:
- i. Any speech or expression that is hate speech rooted in, but not limited to anti Semitism, Islamophobia, racism, sexism, homophobia, transphobia, and ableism;
 - ii. Any attempts by Ryerson University's administration to quiet or silence student dissent on or off campus which thereby denies students their fundamental freedoms under the guise of the Non-Academic Code of Conduct;
 - iii. Any University policies or processes that empower a single Administrator to be judge and juror of a particular complaint.

Ethical Investments

ADOPTED: April 22, 2015

AMENDED: N/A

Preamble

- 5.1 The Ryerson student union recognizes that it is imperative to have an ethical investment framework for all funds invested by Ryerson university. It is imperative to divest from industries and companies that actively perpetuate society's dependence on fossil fuels that not only contribute to climate change but also directly infringe upon the livelihoods and well-being of indigenous communities living on the frontlines of these industries. Similarly, it is imperative to divest from industries and companies who actively support war and occupation, including the apartheid regime of the state of Israel against the Palestinian population. It is important for Ryerson university to work with the entire university community to develop, adopt, and implement a broader policy of Socially Responsible Investment (SRI) for its Pension Fund and other investments, through a transparent and effective process.

Policy

- 5.2 The Ryerson Students' Union Supports:

- i. Lobbying efforts by students to encourage the University to divest all funds from the fossil fuel industry;
- ii. Lobbying efforts by students to encourage the University to divest from all Israeli companies and other companies supportive of the state of Israel;
- iii. University practices that are developed through consultation with the entire University community to implement a broad policy of Socially Responsible Investment (SRI).

- 5.3 The Ryerson Students' Union Opposes:

- i. Profiting off any kind of exploitation or oppression;
- ii. The allocation of public and student money to fund enterprises that perpetuate oppression.

Federal, Provincial and Municipal Elections Campaigns

ADOPTED: May 9, 2004

AMENDED: N/A

Preamble

- 6.1 Government policies at all three levels of government have the potential to impact the daily lives of students. On a federal level decisions including transfer payment to the provinces, have a direct impact on the affordability, accessibility and quality of post-secondary education. The provincial government's tuition fee framework have a direct impact on the affordability of education for students, and on a municipal level, policies on public transit have an impact on how students get to and from campus. The Ryerson Students' Union recognizes the importance of elections and educating the student body on how and why to vote, and will organize non-partisan information campaigns to inform students about the federal, provincial and municipal election voting process.

Policy

- 6.2 The Ryerson Students' Union Supports:
- i. Campaigning methods that are diverse and that communicate information on how to register and vote in federal elections that could include, but are not limited to, email communication, website info, posters, ads, leaflets, tabling or information events at Ryerson;
 - ii. The use of informational material such as report cards to introduce students to party platforms;
 - iii. The ability for students to vote for candidates on campus for their home riding;
 - iv. Debates, meetings and forums for students to meet and speak with candidates.

Issues Policy #7
Multiculturalism

ADOPTED: March 31, 2012
AMENDED: N/A

Preamble

- 7.1 Celebrating multiculturalism is more than just the ability to share ethnic food, cultural attire, music, and participate in cultural festivals. Multiculturalism recognizes the diverse needs of different ethno-cultural groups and ensures that power structures truly represent the diverse fabric of societies within Canada.

Multiculturalism and diversity in Canada have strengthened the fibre of our society by allowing diverse views and opinions to enter our social, political, and economic spheres. Indigenous peoples play a crucial role in strengthening Canada's ethno-cultural composition. The various populations that have immigrated to Canada have made a lasting impact on the way our society functions, particularly in reference to priorities and values. People often migrate because of poverty, war, occupation, and colonization. It is important to acknowledge that Canada's foreign policy plays a role in forcing people to migrate and therefore the state has a responsibility to ensure that ethno-cultural groups are properly served.

Often, institutions and government use the term 'multiculturalism' as a way to assimilate newcomers, ignore systemic racism and deny Canada's historic and present day process of colonization of Indigenous communities.

The Ryerson Students' Union has the opportunity to raise awareness and educate its members on issues that affect the local and international community. With the continuing globalization of education and institutions actively recruiting international students, it is important to recognize the contributions and invaluable perspectives of international students, migrants, and other ethno-cultural groups in our society.

Policy

- 7.2 The Students' Union Supports:
- i. Immigration policies that are equitable, accessible, and strengthen Canada's cultural fabric;
 - ii. Justice and freedom for migrants, refugees, and non-status people;
 - iii. Access to social and government services regardless of immigration status;

- iv. Government and decision-making bodies that truly reflect the socio-ethnic diversity of communities within Canada;
- v. Equitable frameworks of engagement that encourage the meaningful participation of racialised peoples in Canadian institutions and recognize Indigenous sovereignty.

7.3 The Students' Union Opposes:

- i. Legislation that undermines the value of Canada's diverse ethno-cultural identity;
- ii. Denying and cutting essential services such as shelters, welfare, housing, and education that support racialied communities, status and non-status immigrants;
- iii. The establishment of temporary work programs that exploit migrant labour;
- iv. The cultural assimilation of ethnic groups into a single national identity.

Originality Detection Software (Turn-it-in.com)

ADOPTED: November 17, 2003

AMENDED: N/A

Preamble

- 8.1 Turnitin.com is an online originality detection software that identifies cases in which there is cause for concern about academic integrity and citation issues in papers submitted by students for evaluation. It compares a student's work to a database of submitted work and provides the instructor with a report, which identifies cases where language is similar or identical to a previously submitted paper and/or academic journal. It is meant to identify cases where plagiarism may have happened. Access to this tool is expensive and requires supporting the corporations who develop them. The use of this software is on the rise at universities, even mandatory for some courses and assignments.

Policy

- 8.2 The Students' Union Supports:

- i. Proper training and guidance from supervising faculty for the appropriate use of originality detection software for TAs, GAs and other employees for who evaluate students' work;
- ii. An educational focus to policy concerning academic misconduct and concerns of plagiarism and citation, if it has been proven to have been committed by a student;
- iii. The academic exercise of sharing properly cited information through paraphrasing or verbatim use in papers being submitted as coursework or research.

- 8.3 The Students' Union Opposes:

- i. Using originality detection software reports as a determination of academic misconduct without proper investigation;
- ii. Investing student tuition dollars into providing these expensive tools to faculty, and other marking staff;
- iii. Mandatory submission through an originality detection platform without the opportunity to opt-out with reasonable deadlines.

Policing & Militarization

ADOPTED: March 31, 2012

AMENDED: N/A

9.1 Preamble

The police are an institution empowered by the state to enforce the law, protect property, and limit civil disorder. However, as an institution, the police force often acts in a manner that perpetuates violence, misconduct, discrimination and oppression against already marginalized people.

Racial profiling, excessive use of force, targeted surveillance, victim blaming, immigration raids and criminalization of political dissent are a few of the many ways in which the police uphold systems that perpetuate sexism, racism, homophobia, transphobia, ableism and other forms of marginalization.

Similarly, military forces act as government agents who work to protect the best interests of the state, and carry out policies rooted in colonization. In many cases, police and military forces are used interchangeably and often train and work together on policing initiatives in communities in Canada and around the world, often under the guise of peacekeeping.

At the 2011 G20 summit in Toronto, all levels of government aided in granting police special privileges, equipping them with sound cannons, SWAT teams, security fences, riot gear, and extra detention centers as tools to criminalize and silence dissent.

The excessive use of force by police can also be seen in low-income, marginalized communities, where groups of people who are racialised, impoverished, Indigenous, without status or dealing with mental health and addiction are targeted, placed under surveillance, harassed and profiled on an ongoing basis.

As a response to this, communities are developing alternative and community-based models of policing, to ensure community-wide accountability, and to curb high rates of brutality, criminalization, and incarceration.

All people should be free from endangerment and unfair treatment, both in Canada and globally. Governments have the responsibility to support people living within their borders and act on their behalf at home and internationally.

The police and the military both share a history of targeting marginalized communities, and a history of recruiting members from those very groups they

target. Students are amongst those groups, the police and military have worked to repress dissent, target student activists, and vulnerable low income students when recruiting new members.

Policy

9.2 The Students' Union Supports:

- i. Alternative, community-based policing that focuses on crime-prevention and rehabilitation;
- ii. Domestic and foreign policy that aims at peace-building, disarmament, and demilitarization and promotes the safety and human dignity of all people;
- iii. Pacifism as state and societal policy, which calls for the abolition of the institutions of the military and war;
- iv. The development of curriculum in peace studies;
- v. The ideal of multilateral disarmament;
- vi. The elimination of all nuclear weapons as a step towards global peace.

9.3 The Students' Union Opposes:

- i. Brutality in domestic policing and foreign military actions, including but not limited to actions classified as "peace keeping" and "security";
- ii. The use of police force to perpetuate racism and systemic discrimination;
- iii. The aggressive use of force by police or military against protestors or any civilians in an attempt to repress dissent;
- iv. War and occupation as state policies;
- v. The use of Police to further the Prison-Industrial Complex;
- vi. Cuts to social and educational programs in order to subsidize military spending;
- vii. Forced military conscription;
- viii. Military and police recruitment on campus;
- ix. Plain clothes or uniformed police on Campus as a form of general surveillance.

Prison Industrial Complex & Criminalization

ADOPTED: March 31, 2012

AMENDED: N/A

Preamble

- 10.1 Prison-Industrial Complex (PIC) is a term attributed to the rapid expansion of the inmate population through the increased political influence of the private prison industry that supplies goods and services to government prison agencies. The promotion of prison building as a job creator and the use of inmate labour are also cited as elements of the prison industrial complex.

Additionally, PIC is used to describe the overlapping interests of government and industry that use surveillance, policing, and imprisonment as solutions to what are actually economic, social, and political issues. The system benefits government and industry, as well as those individuals who already hold power in our society. The processes by which this unequal power is garnered and maintained include: creating dominant media images that perpetuate stereotypes of people of color, poor people, queer people, immigrants, youth, etc., as criminal, delinquent or deviant; earning huge profits for companies that provide goods and services to the prison industrial complex; facilitating political gains; increasing the influence of prison guard and police unions; eliminating social and political dissent by people of color, Aboriginal, low-income, immigrant, and other communities who make demands for self-determination and reorganization of power.

As discourse grows regarding alternatives, many have visions to abolish the Prison Industrial Complex as a means of smashing structural and societal inequities. Overall, the over-use of incarceration as a solution to societal issues is not effective in deterring or rehabilitating offenders. It exposes offenders and accused offenders to conditions in which they develop habits and attitudes that leave them less, rather than more, able to integrate into society after serving their sentences. These Institutions are costly to build, maintain, operate, and are often used by governments as excuses to cut back funding to social services.

Definitions

The Prison-Industrial Complex is multi-faceted and has multiple components:

- 10.2 Criminalization: Criminalization is the process through which certain actions become illegal. The process of criminalization is an integral part of the prison

industrial complex. It is one of the tools that make it possible for police and the courts to target not only specific actions, but specific groups of people while maintaining a public body that believes that "criminals" are a threat to them and their families. Criminalization targets entire groups of people, or of particular social circumstances (the homeless, migrants, racialised, youth, sex workers, people with mental illnesses), through surveillance, punishment and control. As new laws are made, harsher punishments and sentencing are created for particular acts associated with certain communities. For example, the criminalization of homelessness includes the control of homeless people through laws that make everything from public urination, to sleeping in the park, to participation in informal economies illegal and punishable. The criminalization of non-citizens and immigrants contributes to racial profiling, unwarranted stop and search of non-citizens and immigrants as well as deportation, detention and imprisonment. The criminalization of youth of color includes the direct incorporation of police forces into school security, as well as laws in many cities that bar young people from congregating in groups (as small as three) on the street.

Criminalization also contributes to the myth that social, political, and economic problems are really "law enforcement" problems - that safety of all kinds, including economic security, can be ensured by watching, controlling, and caging certain groups of people who suffer most under structural inequalities such as poverty or racism.

- 10.3 Policing: The choices police make about which people to target, what to target them for, and when to arrest and book them, play a major role in who gets incarcerated. As we have seen, those choices are also made within the larger picture of a system of policing that is set up to target poor people, people of color, immigrants, and people who do not conform to socially acceptable behavior on the street or in their homes
- 10.4 Courts: Courts are another stage of criminalization and the perpetuation of social inequities. These institutions are used as punitive places, rather than rehabilitative, and its complexity disproportionately affects the homeless, migrants, and people with mental illnesses. Discrepancies in the application of harsh punishments are stark. Classism manifests itself in the court system. Those who can afford to hire their own attorneys are less likely to be imprisoned. They can afford bail, which allows them to leave jail and conduct their own investigations and better prepare for trial. They can afford better attorneys, better expert witnesses, better private detectives, and more "respectable" alibis.
- 10.5 Laws: Governmental laws work to further fuel the PIC. Laws that strengthen criminal offences, introduce mandatory minimum sentences, eliminate conditional sentences, increase pretrial detention, impose harsher sentencing for young offenders, and longer waiting times before individuals apply for pardons are all used as way to fill more bodies in prisons.

Policy

10.6 The Students' Union Supports:

1. Seeking alternatives to prisons for community safety, including crime prevention and rehabilitation;
2. Governments adequately funding public social services and services for youth as a means of crime prevention and community-building;
3. Initiatives that seek to change public discourse and policy on laws that disproportionately and unjustly target specific communities: racialised, immigrant, Aboriginal, low-income, homeless, youth, sex workers, etc.

10.7 The Students' Union Opposes:

1. The over-use and dependence on incarceration as a means to "fix" social issues;
2. Mandatory minimum sentencing laws;
3. The privatisation of our prison systems that seeks to provide massive profits for corporations;
4. Reforms to immigration policies that criminalize displaced people and refugees;
5. The specific targeting, over-policing, and criminalizing of marginalized and exploited communities.

Privatisation of Universities and Colleges

ADOPTED: March 31, 2012

AMENDED: N/A

Preamble

- 11.1 Privatisation threatens access to post-secondary education and the integrity of colleges and universities as public institutions. Privatisation on campus can take the form of increased tuition fees, partnerships with the private sector for product sales and the provision of services, a cost-recovery approach to campus services, the transfer of institutional facilities and services to private ownership or management, and the opening of fully private post-secondary education institutions.

Privatisation is the result of a growing reliance by post-secondary programs and institutions on revenue from private, instead of public, sources. Higher tuition fees are the most common effect of privatisation and represent a significant barrier to access for low and middle-income students. In addition to high fees, an increasingly prevalent example of privatisation is the reliance of public-private partnerships for funding new buildings, departments, and facilities. Such funding regimes serve to starve certain programs within the post-secondary education system and exacerbate inequities between institutions and programs.

The encroaching privatisation of universities and colleges is also manifested in the increased outsourcing of institutional and student-run services, such as food services and administrative services, by large corporate chains. Such agreements frequently give the company exclusive rights to the campus that often can compete directly with, or prohibit the existence of, services and operations run by the campus student unions. Privatised services on campus prioritise profit by maintaining low wages, limiting consumer choice, avoiding ethical purchasing policies, and promoting consumption, all of which can undermine both quality and affordability.

In exchange for generous donations, corporations can receive direct or indirect influence over the governance and management of post-secondary institutions. Direct influence can come in the form of input into course content or research focus, ownership over research results and outcomes, and representation on departmental, faculty, and institutional governing bodies. As private fundraising increasingly becomes a permanent institutional objective, institutional governing boards have taken on appointees selected, over local community representatives, for their fundraising potential. Indirect influence is a by-product of a greater institutional reliance on private financing and can lead to informal and invisible control, as institutional priorities and policies are modified to fit the interests of corporate sponsors. Both forms of influence undermine the autonomy

of institutional governing bodies and threaten to distort the mandate of public post-secondary institutions through the incorporation of business values into the policies and operations of public colleges and universities.

The establishment of fully private for-profit institutions threatens to undermine the entire public system of post-secondary education. The existence of a parallel and competing private education system siphons resources from the public system, offers sub-standard education, and endangers sovereign policy-making under international trade liberalization agreements.

Policy

11.2 The Students' Union Supports:

- A fully-funded and administered public post-secondary system;
- Campus services and departments that are fully funded by the government;
- Institutional policies that restrict the influence and reliance on private sponsorship and donations;
- Departmental and institutional boards with a majority of members from the campus and immediate community;
- Full and completely academic freedom in regards to research results, outcomes, and content.

11.3 The Students' Union opposes:

- i. Any and all forms of privatised education;
- ii. The reduction of public funding to universities and colleges;
- iii. The trend toward the deregulation of tuition fees and other user fees for education;
- iv. Privatisation of existing public educational programs and institutions;
- v. The opening of accredited private post-secondary institutions;
- vi. The loss of public accountability caused by the replacement of public funds for research with private funds and/or the creation of public-private partnerships;
- vii. The transfer of institutional facilities and services to private ownership and/or management;
- viii. The outsourcing of college and university services to private for-profit companies;
- ix. Corporate representation on governing bodies of post secondary institutions.

Public Funding for Pride

ADOPTED: March 31, 2012

AMENDED: N/A

Preamble

- 12.1 Homophobia, transphobia, and heterosexism are barriers faced by queer and trans students. Organizations and services are crucial in challenging these forms of oppression. Among these services are community agencies, coalitions, and not-for-profit organizations, include Pride festivities. Pride festivals are community-based events that celebrate queer and trans-identified people, provide spaces to take action on social issues faced by such communities, and challenge the hegemonic and heteronormative views of love and sexuality. They take on many forms, some as a march, and some as multiple events and actions spread across multiple days. Pride is a time for community organizations that serve the queer and trans community to do outreach and for queer and trans people and allies to take up public space and demand access and equity for all.

Pride festivals and other queer/trans services exist in many Canadian cities, but for many rural, northern, and smaller towns and regions, lack of resources have restricted their visibility and influence. Unfortunately, most Pride festivals and queer/trans service organizations (HIV/AIDS Prevention, youth shelters, suicide prevention, and health promotion organizations) are urban-centric and usually only receive support and funding in major urban centers, leaving queer and trans students in smaller communities without adequate community and public support.

The cities and communities that do have Pride festivities and LGBT services oftentimes face unpredictable public funding, censorship of political or sexual messaging, diminished support from elected officials, and threats from homophobic and transphobic members of the community.

Pride and services for the queer and trans communities provide crucial spaces for celebration, political action, and safe spaces for queer and trans-identified people, specifically students. Adequately funded Pride organizations ensure that the work extends beyond one march, but into year-round community support, resources, programming, and action. As homophobia and transphobia manifests in our campuses and communities, it is important for students to take the lead in demanding public, accessible, and adequately funded queer/trans services and Pride festivals.

Policy

12.2 The Ryerson Students' Union Supports:

- i. Pride festivals that are publicly supported and funded;
- ii. Pride festivals that are community-focused, not-for-profit, and political;
- iii. Pride festivals that acknowledge the intersection of identities, and the different and distinct barriers by those who identify as “queer”, LGB, or trans;
- iv. Pride festivals that include the meaningful participation and spaces for all members of the community, including women, trans, racialised, Status and Non-Status First Nations, Metis, and Inuit, and people with disabilities;
- v. Pride festivals that include alternative programming: actions, awareness events, and activities to include the diverse voices of voices of the queer and trans community;
- vi. Pride festivals and LGBT services publicly funded and supported to serve rural, northern, and smaller regions in Ontario.

12.3 The Ryerson Students' Union Opposes:

1. Censorship of community organizations that explore political, social, and global issues
2. Pride festivals that prioritize the needs of corporate sponsors over community
3. Government bodies that cut funding for Pride festivals, and LGBT services and community organizations.

Religious, Cultural and Spiritual Freedom

ADOPTED: March 31 2012

AMENDED:N/A

Preamble

- 13.1 The Ryerson Students' Union has an anti-oppression mandate and strives to achieve inclusion not only within the campus, but within society as well. Canada's and Ryerson's population is diverse and includes people with different religious, spiritual, and cultural identities.

Section two of the Canadian *Charter of Rights and Freedoms* affords all people of Canada the right to freedom of conscience and religion. Section 15 of the Charter, the *Canadian Human Rights Act* and of most, if not all, provincial human rights statutes, including the Quebec *Charter of Human Rights and Freedoms*, provides that all people shall be free from discrimination on the basis of their religion.

Policy

- 13.2 The Ryerson Students Union Supports:

- i. The consideration of religious, spiritual, and cultural holidays in academic scheduling;
- ii. The right of students to have access to multi-faith prayer space on campus that is stable, accessible, adequate, and respectful to the religious needs of all students;
- iii. The rights of Indigenous students, staff, and faculty in traditional ceremonial practices, smudging and pipe ceremonies, and to have outside foods brought in that are not accessible within the institution;
- iv. Universities and colleges offering courses on religious understanding and freedom;
- v. Food options that are inclusive of all religious, spiritual, and cultural dietary needs at campus dining establishments;
- vi. Opportunities for members of the campus community to bring in food that is otherwise non available, and the option to opt out of meal plans if dining options do not accommodate their dietary needs.

Tuition Fees

ADOPTED: March 31 2012

AMENDED: N/A

Preamble

- 14.1 The Ryerson Students' Union is committed to the establishment of a high-quality, publicly-funded, affordable and accessible system of post-secondary education, free of all financial barriers that hinder attendance at college or university.

The Students' Union believes that access to post-secondary education is a right, and recognises that tuition fees leave too many students taking on large debt loads, working multiple part-time jobs, or unable to access post-secondary education at all. The current system of tuition fees coupled with loans-based financial assistance unfairly punishes those who cannot afford to pay the upfront costs of attending a post-secondary institution. An accessible, affordable education allows all students to pursue a post-secondary education in the field of their choice regardless of class, gender, race, ability, or sexual orientation.

The benefits of post-secondary education are spread horizontally across society, as a highly educated workforce attracts industry and investment, expands the tax base, and pays into a proportionately higher tax bracket. Therefore, if society shares in the benefits of affordable and accessible post-secondary education, then they should also share in the cost through stable and committed public funding.

Policy

- 14.2 The Students' Union Supports:
- i. The establishment of a high-quality, publicly funded system of post-secondary education that removes any and all financial barriers to participation;
 - ii. The creation of a federal Post-Secondary Education Act that will commit a dedicated portion of every provincial transfer payment to the sole purpose of funding post-secondary education;
 - iii. Any government strategy that calls for the progressive reduction of tuition fees with the ultimate goal of eliminating them entirely; and
 - iv. the replacement of loans-based financial assistance with a comprehensive system of non-repayable needs-based grants to cover the costs of participating in an institution of higher learning.

14.3 The Students' Union Opposes:

- i. Any increases in tuition fees
- ii. The replacement of public funding with private sponsorship from individuals or corporations for any purpose;
- iii. Differential fees including, but not limited to, those applied to international students
- iv. The financing of post-secondary education through a debt-based system of loans and repayable financial assistance; and
- v. The establishment of income-contingent loans, that favour graduates with higher income employment and punishes those who are unable to receive full-time, stable employment with living wages.

Issues Policy # 15
Women's Issues

ADOPTED: March 31 2012
AMENDED: N/A

Preamble

- 15.1 Although women have achieved formal legal equality in Canada, gender-based discrimination occurs structurally, individually and institutionally, which directly impacts women's access to post-secondary education and their experience as students. Despite some advancement in the participation of women in post-secondary education, women remain underrepresented in many areas of study including science, engineering and business. The inequity and socio-economic barriers faced by women are evident in the disproportionately high rates of poverty among women; lower wages of women relative to men; the overrepresentation of women in temporary or part-time work; less access to employment insurance relative to men; the high rates of gender-based violence faced by women, particularly on university and college campuses; and the underrepresentation of women in all levels of government. The Ryerson Students' Union recognizes that women are entitled to equal access, freedoms, and initiatives that strive to empower women. The Ryerson Students' Union also recognizes that the promotion of women's rights is integral to a fully accessible post-secondary education system.

Policy

- 15.2 The Ryerson Students' Union Supports A Woman's Right To:
- i. Freedom of choice of lifestyle, employment, and education as full and equal participants in Canadian society;
 - ii. Equitable access to post-secondary education;
 - iii. Employment, and the right to equal opportunity of employment with equal pay for work of equal value;
 - iv. Access to full, government subsidized, quality daycare, provided by adequately trained and paid child care workers, since equal access to education is limited by a lack thereof;
 - v. Financial student assistance programs which meet the needs of full-time students, part-time students, and single parents, the majority of whom are women, and which does not require dependence on their parents or spouse;
 - vi. Concrete programs for re-entry of women into post-secondary education, to aid women in overcoming the barriers of interrupted studies and inadequate backgrounds;

- vii. Academic counselling which informs women of all educational and employment opportunities available, in order to actively combat the streaming of women into traditional fields;
- viii. Women's right to organize, since women's organizations within the student movement are necessary to actively raise the issues faced by women students, to provide a place for all women to develop organizational and political skills, and to provide a forum where all women can develop a sense of unity and co-operation;
- ix. Organizations that recognize, promote and fund a women's organization on campus to facilitate involvement in women's issues;
- x. An education through non-sexist instruction, textbooks and materials, recognizing that some literature and materials must be viewed relative to their historical or social context but that all instruction, contemporary textbooks and materials should be free of sexual stereotyping and discrimination;
- xi. An educational environment free of advertisements, entertainment programming and/or materials which promote violence against women, sexual stereotyping and/or discrimination;
- xii. Government funded women's studies courses in post-secondary educational institutions;
- xiii. A women's right to control their own bodies, including but not limited to:
- xiv. freedom of expression of sexual orientation;
- xv. freedom of reproductive choice, including access to publicly-funded reproductive health services;
- xvi. freedom from sexual assault and all other forms of violence; and
- xvii. the right to an educational environment free of sexual harassment;
- xviii. Effective, legal, and academic grievance procedures recognized by students, faculty, and support staff; and
- xix. The celebration of International Women's Day on campus.

15.3 The Ryerson Students' Union Opposes:

- i. The exclusion, exploitation and marginalization of women, whether directly or indirectly within patriarchal societies;
- ii. Any government legislation, act or designation that directly or indirectly contravenes or limits women's reproductive rights;
- iii. Any governmental legislation, act or designation that implies or suggests, directly or indirectly, that women in Canada have achieved equality, equity, or fairness, and no longer need to advocate for the development of women's rights;
- iv. Sexism and discrimination against women, including structural, cultural, institutional and individual manifestations;

- v. Violence against women in all its forms, including but not limited to, physical, verbal, and economic violence, and violent representations of women in media;
- vi. Cuts to women's and gender studies courses and programmes and academic programmes that seek to, investigate, research, and address gender inequity;
- vii. Cuts to grants, scholarships or bursaries dedicated to the support of women students and faculty, and the investigation of gender and women's issues;
- viii. Cuts to government funding allocated for women's advocacy, support and research organizations;
- ix. Differential wages for women and the segregation, stereotyping and undervaluing of work traditionally performed by women and;
- x. Privatisation of public services including childcare, health care, education and social services.

Operational Policies

SECTION II

Accommodation For People With Disabilities

ADOPTED: November 16, 2011

AMENDED: N/A

Scope

- 1.1 This policy applies to the Ryerson Students' Union and all events, services, campaigns, initiatives affiliated with it.

Preamble

- 1.2 This policy aims to set out guidelines for the provision of accommodations for people with disabilities while accessing Ryerson Students' Union events or services, while maintaining the dignity and autonomy of people with disabilities. The Ryerson Students' Union is committed to fostering community and inclusion in adherence to the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. The Ryerson Students' Union strives for accessibility through the incorporation of Universal Design while also acknowledging that, at times, individual accommodation may still be required. The RSU is committed to working with people with disabilities in the provision of accommodations in order to create an inclusive environment while maintaining respect, dignity, autonomy, and ensuring the environment is free from harassment and discrimination.

Definitions

- 1.3 Disability: The Ryerson Students' Union rejects medically-based language like "impairment" or "limitations" in defining disability. Instead, the Students' Union recognises multiple definitions of disability that are unique to the individual and may include:
- An embodied experience, where people experience their own bodies as being the source of disability;
 - Within society, such as in the attitudes of others, or in the stairs that prevent them from entering a building.
- 1.4 Accommodation: Accommodation refers to a planned variation in the provision of services in order to promote inclusion and accessibility for people with disabilities.
- 1.5 Accessibility: Accessible services are based on inclusive design that acknowledges the differences between groups of individuals when providing services. Ideally services, resources, and spaces will be designed to be inclusive

at point of development. The Students' Union will work to create equitable access for people who have disabilities to all of its services and events.

Protocol

1.6 Providing Accommodations for persons with disabilities for RSU events and Initiatives. Ryerson Students' Union shall:

- i. Consult with those accessing events or initiatives to determine what accommodations they require;
- ii. Educate staff, board members, and affiliates on their rights and responsibilities in relation to this policy;
- iii. Provide resources in accessible formats whenever possible;
- iv. Ensure that people with disabilities have equal access to events and services provided by the Ryerson Students' Union;
- v. Advertise accessibility of services on all promotional materials;
- vi. Maintain confidentiality of all personal information in relation to the request for accommodation. Any information pertaining to disabilities, reason for accommodation, and the provision of accommodation will not be shared without the expressed consent of the individual.

1.7 People requesting accommodations shall:

- i. Provide the required information about the accommodations they require to the Ryerson Students' Union;
- ii. Contact the Ryerson Students' Union in a timely manner to make a request for accommodations;
- iii. Collaborate with the Ryerson Students' Union as needed to identify accommodation needs and find creative solutions.

1.8 Inability to Accommodate

In some instances there may be an inability to accommodate as a result of undue hardship. Should this occur, the Ryerson Students' Union is committed to exploring alternatives and finding creative solutions.

1.9 Dispute Resolution Process

In the event of a chronic inability to accommodate, the President of the Ryerson Students' Union will be responsible for negotiating a resolution that is satisfactory to all parties.

1.10 Providing Goods and Services to People with Disabilities

The Ryerson Students' Union is committed to equitable practices and ensuring all services are accessible to people with disabilities. The Ryerson Students' Union recognizes that universal design, along with individual accommodation, is

an integral part of promoting inclusion. In addition, the Ryerson Students' Union commits to continuing to address barriers to access and ableism within the Ryerson community while ensuring dignity, privacy and independence for all.

1.10 Assistive Devices

The Ryerson Students' Union will ensure that all staff are trained and familiar with various assistive devices that may be used by individuals with disabilities while accessing our services.

1.11 Communication

The Ryerson Students' Union will communicate with people with disabilities in a way that takes into account their disability and treats the individual with dignity and respect.

1.12 Service Animals

The Ryerson Students' Union welcomes people with disabilities and their service animals to access all of our services, events, and spaces.

1.13 Support Persons

The Ryerson Students' Union welcomes people with disabilities who are accompanied by a support person. In the event that there is an admission charge to an event, the support person will not have to pay a fee.

1.14 Notice of Temporary Disruption

In the event of a planned or unexpected disruption to Ryerson Students' Union services or facilities for people with disabilities, the Ryerson Students' Union will notify the community promptly. Notices will be clearly posted and include information about the reason for the disruption, its anticipated length of time, and a description of alternative facilities or services, if available. The notice will be posted on the Ryerson Students' Union website (www.rsuonline.ca), and on the third floor of the Student Campus Centre, at the Ryerson Students' Union front desk.

1.15 Training for Staff

The Ryerson Students' Union will provide training to employees, volunteers and others who deal with the public or other third parties on our behalf. All positions will receive this training, within one month of hiring. Staff will also be trained when changes are made to our plan.

1.16 Training will include:

- i. An overview of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of the customer service standard and the information and communication standard. Those in a managerial position will also receive training on the employment standards.
- ii. The Ryerson Students' Union's plan related to the customer service standard and the information and communication standard. Those in a

managerial position will also receive training on the Ryerson Students' Union's plan related to the employment standards.

- iii. How to interact and communicate with people with various disabilities in a way that is respectful.
- iv. How to interact with people with disabilities who use an assistive device or require the assistance of a service animal or a support person.
- v. How to use the TTY, wheelchair lift in Oakham House, and other assistive technology as it becomes available to the Ryerson Students' Union.
- vi. What to do if a person with a disability is having difficulty in access the Ryerson Students' Union's services.

1.17 Feedback Process

Individuals who wish to provide feedback on the way the Ryerson Students' Union provides services to people with disabilities can do so through email, in person, with the suggestion box, or by telephone. All feedback will be directed to the Vice-President Equity. People can expect to get a response within 10 days. Complaints will be addressed according to the Ryerson Students' Union's regular complaint process.

Operational Policy #2
Affiliate Student Groups

ADOPTED: September 20, 2001
AMENDED: N/A

Definition

- 2.1 An affiliate student group is a group comprised of RSU members who share an interest in academic related projects, academic program-based issues, political views, or creating a Ryerson chapter of a third-party non-profit organisation.

Protocol

- 2.2 To apply for designation as an affiliate student group:
- i. An RSU member representing the group must submit to the RSU Executive Committee a written outline of the group's mandate and list of possible programming ideas for the year;
 - ii. Applications must include a written endorsement from the program chair of the corresponding academic department, or from a supervisor of the corresponding organisation, assuming risk and liability for the group;
 - iii. Executive members of the group shall consist of RSU members and be currently enrolled students of Ryerson.

Policy

- 2.3 The Executive Committee approves or denies affiliate student group status for a group of RSU members who apply in accordance with the following conditions:
- i. Affiliate groups are self-governing, and responsibility of the group solely lies within that of the academic program or organisation of which the affiliate group is a part of;
 - ii. Affiliate groups must be open to all RSU members;
 - iii. Organisations that restrict membership, charge a fee to be part of the local Ryerson chapter or conflict with the mandate of the Students' Union will not be granted Affiliate status. Sororities, Fraternities and other similar organizations will not receive Affiliate status;
 - iv. The affiliate group's actions must coincide with the Ontario Human Rights Code and all RSU and Ryerson University policies;
 - v. Affiliate groups are subject to RSU policies on room bookings, posterage, and use of student space in regards to restrictions and terms of use;

- vi. Affiliate groups have the right to place posters in designated areas with the RSU's stamped approval, space on the RSU website;
- vii. Affiliate groups may have up to two room bookings per semester during the academic year;
- viii. Affiliate groups also have tabling privileges for no more than two (2) days maximum in any given week, up to a maximum of eight (8) days per each semester;
- ix. Affiliate groups are not permitted to table for the sole purpose of fundraising for any third-party non-profit or charitable organisation. Tabling, outreach and/or events hosted by affiliate groups must include some aspect of education and awareness to the Ryerson community and RSU members;
- x. Chapter organisations cannot book space on behalf of third-party organizations, including their "parent" organization;
- xi. Affiliate groups are not eligible to receive an operational budget from the RSU. An affiliate group is eligible to apply for up to \$1000 in RSU grant funding per academic year, but no more than \$500 is available per project/event each semester;
- xii. If the affiliate group wants to renew its status annually, they must submit the contact information of the executive members, along with an RSU Affiliate Group form signed by the program chair of the academic program or supervisor of the parent organization by September 30 of each year. Groups who do not comply will be deemed defunct and must reapply via the aforementioned process.

Black History Month Recognition

ADOPTED: October 25, 2006

AMENDED: N/A

Preamble

- 3.1 Black History Month is formally recognized throughout Canada as it provides an opportunity to share the historical and present contributions of Black, African and Caribbean Canadians as well as to promote racial harmony. The Ryerson Students' Union officially recognises February as Black History Month.

Policy

- 3.2 They Ryerson Students' Union will recognize Black History in the following way:
- i. Every year, Black History Month will be formally recognized in the members' handbook;
 - ii. A Black History Month Committee will be formed that will include the Vice-President Equity The Vice President ,Student Life and Events, the Events and the Equity Issues Commissioner, Events Coordinator and at least one representative from each of the Black student groups on campus. The purpose of this committee will be to plan at least one educational/celebratory event to be programmed during the month or any other chosen month.

Operational Policy #4
By-Law Amendments

ADOPTED: November 13, 2002

AMENDED: N/A

Preamble

- 4.1 The RSU Bylaws are the legal document that outlines the governance structure of the organization. While the Bylaws may be changed, they may not be amended except by a majority vote of a meeting of members followed by written notice. All by-laws amendments require a final reading at the meeting of the members with a two-thirds (2/3) majority.

Protocol

- 4.2 To be considered at a meeting of members, a proposed bylaw amendment must be either:
- i. Submitted to the Board of Directors at least sixty (60) days prior to the date of the meeting. The Board of Directors shall take reasonable steps to notify the membership of all proposed by-law amendments at least thirty (30) days prior to the date of the meeting of members.
 - ii. The Board of Directors may initiate by-law changes with a two-thirds (2/3) majority vote of the members of the Board of Directors.

Campus Group Access to Facilities Bookings and Events

ADOPTED: June, 9 2010

AMENDED: N/A

Scope

- 5.1 All sections of the following policy document apply to active registered Ryerson Students' Union Student Groups, Course Unions and Graduate Course Unions.

Preamble

- 5.2 Student Groups, Course Unions, and Graduate Course Unions maintain the right to access space and resources from the Ryerson Student's Union for their events and initiatives.

Definitions

- 5.3 "Campus Groups" herein refers to Ryerson Students' Union Student Groups, Course Unions and Graduate Course Unions

Protocol

- 5.4 Requirement to Follow External Room Booking Policies:
- i. All room bookings must adhere to the room booking procedures as outlined in Student Centre or Ryerson University room booking policies corresponding to the building in which the room is booked;
 - ii. All bookings are granted on a first-come first-serve basis.
- 5.5 All bookings must be made in accordance with the following process:
- i. One member of the course union's/student group's executive must be appointed as the authorized room booker. This individual's name and contact information must be provided to the Internal Coordinator by no later than September 15 of each year;
 - ii. All space must be booked a minimum of two (2) weeks in advance;
 - iii. All bookings must be done in person through the RSU main office at SCC311 with the Internal Coordinator or Front Desk staff.
- 5.6 Confirmation
- A confirmation permit is required as proof for the room booking and must be brought to the event.

5.7 Restrictions

- i. Thomas Lounge, Oakham Lounge, SCC115 and Ryerson Campus lecture theatres and classrooms with a capacity larger than 80 people may be booked when available a maximum of once per week. If another room booking is required one of the smaller rooms may be booked;
- ii. Campus groups may book a maximum of two rooms per week when available year round;
- iii. Only one (1) Ram in the Rye booking can be made each semester;
- iv. Available booking dates for the Fall semester are announced at the All Executive training workshops held during the summer term;
- v. Winter semester dates will be available via email notice in November.

5.8 Cancellation/no show/relocation

- i. Rooms must be cancelled no later than 48 hours in advance of the scheduled booking;
- ii. The RSU's Internal Coordinator must be informed immediately at info@rsuonline.ca. The room, date and time of booking, and name of the campus group must be included in this email. A no-show may result in a penalty;
- iii. A Ram in the Rye cancellation requires a minimum of two weeks advance;
- iv. notice submitted via email to RSU's Internal Coordinator immediately at info@rsuonline.ca;
- v. Cancellations within two weeks, or where a campus group fails to execute a planned event without notice, will result in possible suspension of booking access for a period of one full year and staffing costs may be applied against the campus group's budget/trust account.

5.9 Audio/Visual Equipment

- i. Audio visual equipment must be booked at time of room booking and is only available through the Ryerson Students' Union for Student Centre bookings. Equipment requests for facilities outside the Student Centre must be through media services and booked via the RSU front desk at the same time as your room booking;
- ii. Repairs and damages to equipment will be charged to campus group's trust fund or budget.

5.10 Food

- i. Any arrangements that have a cost (e.g. food, beverages, and cash bars) must be approved through the Campus Groups Administrator before the event. Campus groups cannot make contact with either Ryerson Food Services or the Student Centre catering until speaking with the Campus Groups Administrator first;
- ii. All food arrangements must be made at least ten (10) business days in advance through the RSU's Internal Coordinator.

5.11 Prizes, Raffles and Fundraisers

The following types of fundraisers are not permitted:

- i. Contests that involve alcohol consumption;
- ii. Raffles;
- iii. 50/50 draws;
- iv. Slave auctions;
- v. Date auctions;
- vi. Anything that contravenes Ryerson's Risk Management Guidelines, Ryerson's Student Code of Conduct or Discrimination & Harassment policies or the either those of the University or the Ryerson Students' Union.

Operational Policy #6

Capital Funds

ADOPTED: Nov 29, 2005

AMENDED: N/A

Preamble

- 6.1 Capital funds refer to any expenditure exceeding \$1500 that goes towards the purchase of items that can be used for a long period of time (i.e. new furniture for the office, a new server, new computers.)

Protocol

- 6.2 The allocation of capital funds exceeding \$1500 shall receive first reading at a meeting of the Executive Committee. Following its approval with a simple (50%+1) majority at Executive Committee, the proposed capital fund allocation shall be considered adopted following a two-thirds (2/3) majority vote of the members of the Board of Directors present. All other capital funds allocations shall be approved by the executive committee.

Operational Policy #7
Cheque Requisition

ADOPTED: Nov 23, 2007

AMENDED: N/A

Preamble

- 7.1 From time to time, executive members, or members of the full and part time staff complement may request that an RSU cheque be issued for the purpose of reimbursement of money spent for RSU activity, or to pay hired talent. All Cheque requisitions must be documented using the "RSU Cheque Requisition Form". The following outlines rules on how to properly request a cheque from the RSU.

Protocol

- 7.2 A cheque requisition form must be accompanied by:
- i. a receipt or an invoice of the purchase; or
 - ii. a copy of minutes where a decision was made; or,
 - iii. a reference to the RSU's by-laws.
- 7.3 A cheque will not be issued unless the following information is presented and completed in full on the cheque requisition form:
- i. Full name of payable;
 - ii. Complete address of payable including postal code and SIN if the payable is an individual being paid for a service;
 - iii. PST/GST amount;
 - iv. Signature of requisitioner; and,
 - v. Amount of the total requested.
- 7.4 Signing Officers
- i. Each cheque requisition will be signed by two (2) of the three (3) signing officers.
 - ii. The signing officers are the President, the Vice-President Finance and Services, and the Executive Director of Operations and Services.

7.5 Cheques

Two (2) of the three (3) signing officers must sign all cheques.

7.6 Timeline

The timeline for a cheque requisition is up to two (2) week, with an effort for a one (1) week turn around. Cheques will only be issued on Fridays and by no later than 2:00PM.

Operational Policy #8
Conflict of Interest

ADOPTED: Mar 20, 2003
AMENDED: Oct 20, 2004
AMENDED: June 16, 2004

Policy

- 8.1 A conflict of Interest occurs when a Board Member jeopardizes his or her position of trust by having a private interest in the outcome of a decision. To avoid a conflict of interest, Board Members shall not engage in any business or transaction or have a financial or other personal interest that may improperly impact upon the performance of their official duties. This includes but is not limited to having material interest in any business that has dealing with the Ryerson Student's Union and/or having immediate relatives who have a material interest in the same manner. Any kind of recognition, accepting, offering or agreeing to a reward, commission, advantage, or benefit of any kind from a source that has dealings with the Ryerson Students' Union, is also considered a conflict of interest. Engaging in any business that interferes with their board performance may be a conflict of interest. Board Members must disclose all business, commercial, financial and other interests that may be construed as a potential conflict with their official duties. Board Members that do not do so, and are found to be in a conflict of interest, will have breached this policy.

Operational Policy #9
Course Union Groups

ADOPTED: Mar 20, 2003
AMENDED: Oct 20, 2004
AMENDED: June 16, 2004

Preamble

Definitions

- 9.1 A Course Union refers to campus groups that exist for the purpose of organizing students based on their program of study.

Protocol

- 9.2 Creating a Course Union

The RSU will automatically recognize a Course Union for every program at Ryerson. Students may communicate with Campus Groups Administrator for direction on how to access funding and resources.

- 9.3 Course Unions for New Programs

- i. In the event that a new program is created at Ryerson, the RSU will set aside funding for the creation of a new course union.
- ii. The Vice President Student Life and Events, with the help of the Campus Groups administrator, will connect with the Program director or administrator to identify a time or way to communicate with all students in the program. Communication with students can be through email, or by visiting a class of all students.
- iii. The Vice President Student Life and Events will seek nominations for Course Union Executive Members, and will facilitate an election process.
- iv. Successful candidates will be determined by a majority vote.

- 9.4 Course Union Operations

- i. The course union's actions must not be contrary to the Ontario Human Rights Code, RSU Policies, or the Policies of the University.
- ii. No individual connected with the course union can realize any financial

gain from the course union's actions or activities.

- iii. Since course unions are funded by RSU for the benefit of Ryerson students, all activities must be directed toward students and be held on campus unless advance permission is obtained for an off-campus event for the Campus Groups Administrator. All off-campus events involving elevated physical activity must be run in accordance with Student Event Risk Guidelines. Student Event Risk Assessment forms must be completed two weeks prior to event and submitted to the Student Programs office.
- iv. Any budget allocation greater than \$1,000 must receive approval from the RSU Executive Committee.
- v. All course unions are required to have a valid constitution and must submit a copy to the Campus Groups Administrator annually, signed by at least one course union signing officer no later than September 30.
- vi. All course unions are required to file a valid executive list with valid student numbers, addresses, emails and telephone numbers of executive members, with signatures of signing officers on an annual basis no later than April 1st.
- vii. No membership fee may be levied on RSU members.
- viii. All course unions are expected to undertake projects and programs to benefit their members.
- ix. The Campus Groups Administrator is responsible for providing the course union with a copy of all RSU course union policies. Course union executives are responsible for familiarizing themselves with all policies pertaining to their operations and contained within the annual manual provided by RSU.
- x. The President or their designate shall attend All-Executive meetings to represent their course union.
- xi. Absence from at least 2 consecutive All-Executive meetings will result in probation. Maximum probation period is the remainder of the year.
- xii. Probation shall include the withdrawal of RSU funding for off campus events and no consideration of grant applications for a time period designated by the Course Union Committee.
- xiii. Probation will be applied as outlined in the Probation, Termination Policy and Procedures.
- xiv. Summer workshop(s) and All-Executive meetings must be attended by at least one (1) executive member. Non-attendance will automatically result in a status of probation, the terms of which shall be determined by the Course Union Committee in a meeting that will occur no later than

the third week of September, and disqualifies a course union from applying for Course Union of the Year. Failure to send a representative to attend the workshop will result in a \$250.00 budget cut.

9.5 Course Union Probation

A Course Union may be put on probation if the Course Union Committee has reasonable evidence that the course union has violated one or more policies.

9.51 Notification

- i. The group will be notified of this action via email, letter in their course union mailbox and telephone requesting the group's attendance at next scheduled Course Union Committee meeting at which time evidence will be presented. This notice will be delivered no less than five business days prior to the meeting;
- ii. The written notice will outline the policies that have been allegedly violated.

9.52 Process

- i. The Course Union executives will have the opportunity to defend their course union and their executive status at the meeting;
- ii. The Course Union Committee will decide on the course union status immediately following the probationary meeting to be determined by majority vote;
- iii. The Course Union and Student Groups Commissioner will issue a written statement of the committee's decision outlining the terms of probation no more than two business days following the meeting. This letter will be delivered via email and through their course union mailbox. It is the responsibility of the Course Union to access this letter.

9.53 Probation

- i. Failure of the Course Union to send one or more of their executives to this meeting will result in automatic probation that will include all of the above penalties;
- ii. The Course Union Committee will decide the terms of the probation including:
 - a. Length;

- b. Budgetary Restrictions;
 - c. The withdrawal of the privilege of applying for grants; Limitations on events including the opportunity to host off-campus events
- iii. The Course Union may not appeal the decision of the Committee;
- iv. Probation may only be lifted upon a meeting to take place not less than five business days prior to end of the designated probationary term. Notification of this meeting will be delivered via email, letter in course union's mailbox and telephone requesting the Course Union's attendance at the next scheduled Course Union Committee meeting at which compliance with policies and probation will be assessed. This notice will be delivered no less than five business days prior to the meeting;
- v. The Course Union will have the opportunity to defend their full status at the meeting;
- vi. The Committee will decide by majority vote if the probation is to be lifted, extended or the group's executive dissolved.

9.6 Termination

Failure of the Course Union to send one or more of their executives to this meeting will result in automatic termination of the course union's executive.

9.7 Appeal of Termination

- i. A course union's executive has the right to appeal their termination as decided by the Course Union Committee by providing a written request of appeal to the RSU Executive Committee.
- ii. The RSU Executive Committee will meet with the course union within ten (10) business days of their next regularly scheduled meeting and will notify the course union of the time and location of this meeting via telephone, email and letter in their course union mailbox.
- iii. The Executive Committee will decide on the Course Union executives' status, to be determined by majority vote, at this meeting and not in the presence of the course union. The Vice-President Life and Events will issue a written statement of the committee's decision no more than two (2) business days following the meeting. This letter will be delivered via email and through their course union mailbox. It is the responsibility of the course union to access this letter.

- iv. Failure of the course union to send one or more of their executives to this meeting will result in automatic termination of the course union's executive that may not be appealed to the RSU Board Of Directors;
- v. The course union may appeal notice of termination as upheld by the RSU Executive Committee to the RSU Board Of Directors;
- vi. Notice of Appeal to the RSU Board Of Directors must be delivered by letter by the executive of the course union to the Secretary of the Board no later than 5 business days prior to the next regularly scheduled Board meeting;
- vii. The Appeal will be placed on the agenda and the group will be recognized to speak on behalf of the appeal by Chair of the Board;
- viii. After hearing the appeal, the RSU Board Of Directors, by majority vote, may decide:
 - a. to terminate the course union executive;
 - b. to extend the probationary period and decide on applicable sanctions and restrictions;
 - c. to lift all sanctions
- ix. The course union will be notified by the secretary of the Board of the Board of Directors' decision via email and letter in their course union mailbox within no less than five (5) business days following to the meeting. It is the responsibility of the course union to access this letter;
- x. Failure of the course union to send one or more of their executives to this meeting will result in automatic termination of the course union's executive.

9.8 Termination and Dissolution of a Course Union

- i. Once a course union's executive is dissolved, the Course Union Committee shall, within ten (10) working days, undertake to conduct a by-election to replace the outgoing course union executive in accordance with course union election guidelines;
- ii. No members of the dissolved executive of the course union may run for an executive position.

Operational Policy #10

Distribution of Print Material

ADOPTED: March 20, 2003

AMENDED: N/A

Preamble

- 10.1 The RSU is a non-profit organization designed to service the needs of students of Ryerson and a large number of services are made possible through revenue from outside advertising sources without having to charge the students of Ryerson University.

Protocol

- 10.2 The only publications allowed to distribute on campus in RSU spaces must be fully owned or approved by RSU or its affiliates, Rye Eye Publishing Inc., or the Ryerson School of Journalism.
- 10.3 Any publications seeking to be excluded from this policy in order to be granted distribution rights must present a motion to the RSU Board of Directors at any meeting throughout the year. This motion must be passed by two-thirds (2/3) majority vote of the members of the Board of Directors in order for the presenter to gain distribution rights.
- 10.4 This Distribution Policy will be enforced only when a complaint is lodged by RSU or Rye Eye Publishing Inc.
- 10.5 Job postings are exempt from this policy.

Operational Policy #11
Diverse Representation

ADOPTED: July 7, 2005

AMENDED: N/A

Preamble

- 11.1 The Executive Committee will commit the Ryerson Students' Union to take proactive and practical steps that will allow the Ryerson Students' Union to develop and implement a strategy for inclusivity in our services, events, advocacy, campaigns, and to further ensure there is diversity and diverse representation in all programming and organization of our work.

Protocol

- 11.2 Under the responsibility of the Vice President Equity and the Equity and Campaigns Organizer, all committees of the RSU will develop and implement a strategy to ensure that the Ryerson Students' Union is striving for inclusion, diversity, and diverse representation of all our members.

Section Title / Email Signature

ADOPTED: November 30, 2006

AMENDED: N/A

Preamble

- 12.1 To improve communication, improve branding protocols, and provide consistency for the Ryerson Students' Union with our members, coalition partners and the Ryerson community, an email-signature protocol for all staff, Graduate Representatives and Executive members of the Ryerson Students' Union is required.

Protocol

- 12.2 The following email signature must be used in all RSU email communications:

Name
Title
Ryerson Students' Union
Local 24, Canadian Federation of Students
Tel: 416-979-5255 ext. (Your extension)
Fax: 416-979-5260
(your email)

55 Gould St. Room SCC 311
Toronto, ON M5B 1E9

(Optional for staff: Represented by CUPE Local 1281)

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- 12.3 Additions to signatures
No additional or alternative points should be added to the signature.

Operational Policy #13
Equity Hiring Policy

ADOPTED: August 25, 2005

AMENDED: N/A

Scope

- 13.1 This policy applies to both and full and part time hires of the RSU.

Preamble

- 13.2 In adopting an employment equity statement to all hiring postings the Ryerson Student Union is acknowledging:
- i. That we live in society rooted in oppression and inequalities;
 - ii. That structural injustice and unconscious prejudice influence our experiences;
 - iii. That there is a great need to compensate for these inequalities in our hiring policy and practices;
 - iv. The importance of incorporating the knowledge and guidance from oppressed people's experience within the organization;
 - v. It is recognized that a representative workforce will only be achieved by ensuring that designated group members are not only given fair opportunities in obtaining jobs but that they are qualified and maintain performance expectations.

Policy

- 13.2 The Ryerson Student Union understands that the "promotion of employment equity" is intended to achieve a workforce that is representative of the RSU diverse membership of constituents. The Students' Union, including management and staff, will strive to meet this objective not simply because it is equitable, just and fair, but it is a matter of remaining relevant and connected to our membership.

Definitions

- 13.3 Designated Groups
For the purposes of this hiring "designated groups" include those identified under the Federal Employment Equity Act as being disadvantaged in employment are:
- i. Women;
 - ii. Aboriginal People;

- iii. People with disabilities;
- iv. People of colour (referred in the Federal Employment Act as “visible minorities”);
- v. Queer-identified and Trans Students.

Protocol

13.3 The promotion of employment equity means:

- i. Adopting special measures to correct systemic barriers in order to ensure that designated equity-seeking groups are included and not excluded;
- ii. The employer has a duty to accommodate employees in designated groups, including a review of employment systems, policies, and practices;
- iii. Maintaining fair and open recruitment and job selection procedures.

Operational Policy #14
Equity Service Centres

ADOPTED: April 2010
AMENDED: N/A

Scope

- 14.1 This policy applies to designated Equity Service Centres.

Preamble

- 14.2 The Ryerson Students' Union (RSU) is dedicated to fulfilling the advocacy and services needs of its membership. The RSU recognises that groups among its membership, who are marginalized on campus and within society, require the resources to organize from and for their unique constituency group.

Policy

- 14.3 To meet the diverse needs of marginalised groups, the RSU will undertake education and campaign work, conduct outreach, offer services and organise social initiatives that enhance the post secondary experience for marginalised groups and issues, the rest of the RSU membership and the Ryerson community as a whole. The RSU recognises the following groups as marginalised constituents at Ryerson and will establish specific resources to improve the lives of:
- i. women,
 - ii. students with disabilities,
 - iii. racialised students,
 - iv. low-income/impoverished students,
 - v. gay students,
 - vi. lesbian students,
 - vii. bisexual students,
 - viii. queer students,
 - ix. Two-spirited students,
 - x. transgendered students.

To this end, the RSU has adopted the following policy for the creation of its Equity Service Centres.

Definitions

- 14.3 Equity Service Centres
The Equity Service Centres are a designated service belonging to the RSU. These groups aim to provide spaces for marginalised members of the campus

community to organise campaigns and provide education, outreach initiatives, events and offer a service function to a designated group. All Equity Service Centres must operate with an anti-oppression framework and must be available to members of the Ryerson community, with an emphasis on students.

Protocol

14.4 Establishment of Equity Service Centre

- i. Members seeking the establishment of an Equity Service Centre must adhere to the following procedure. Submit a proposal in writing to the Board of Directors for approval that must include, but is not limited to: Rationale for why the establishment of the Equity Service Centre is needed, its purpose in the community and overall goal for meeting the needs of marginalised RSU members on campus;
- ii. Evidence that such a Equity Service Centre does not significantly overlap in scope or function with an existing Equity Service Centres;
- iii. A contact list of at least fifty (50) current RSU members that would support the creation of a new service group in the way that the document proposes;
- iv. An overview of potential campaigns, events and service initiatives that the proposed group could offer;
- v. Through communication with the RSU Vice President Equity, and with help of the Equity and Campaigns Organizer, those seeking to create a new Equity Service Centres must obtain approval, in writing, by a majority vote of staff of the Equity Services Centres and CESAR Designate;
- vi. Upon receipt of a written proposal, the Board of Directors may approve the establishment of an Equity Service Centre by a two-thirds (2/3) majority vote at a regular meeting of the Board.

14.5 Name Change

To change the name of an Equity Service Centre a motion must be submitted to a General Meeting and must be passed by a two-thirds (2/3) majority.

14.6 Dissolving of Equity Service Centres

- i. The Board of Directors may, by two thirds (2/3) majority vote at a regularly scheduled meeting, to dissolve any Equity Service Centre

that does not uphold its obligations, mandate and/or responsibilities as outlined in this policy

- ii. Upon the dissolving of an Equity Service Centre, all funding, office allocation and/or equipment and any other resources allocated to the Centre will be assumed by the RSU for redistribution to other service areas of the Students' Union.

14.7 Equity Service Centre Rights

All Equity Service Centre have the right to:

- i. Stable, annual funding through the annual budget;
- ii. Raise funds through donations and revenue generating activities (sales, social, events, etc.) subject to the "budget and funding" provisions outlined in this policy;
- iii. Staff resources provided by the RSU including a graphic designer;
- iv. Recognition and promotion through a variety of mediums including the website, e-newsletter, bulletin boards and space in reports to the general membership;
- v. Organise and maintain advocacy work and campaigns that are within the mandate of the RSU but may not have been approved or are formal policy of the RSU.

14.8 Operations

- i. Activities of the Equity Service Centre will be primarily focused on work that serves the RSU membership on campus and assists with the needs of part-time and continuing education students;
- ii. The work of Equity Service Centre will be held on the Ryerson University campus in downtown, Toronto;
- iii. Each Equity Service Centre must undertake the operation of an information table during, but not limited to, days that have been designated for awareness and/or fundraising;
- iv. Each Equity Service Centre is required to generate revenue through fundraising as determined by the Board of Directors each year;
- v. Centres will operate from September to April to serve the membership needs and from time to time, where funding and needs allow the Groups or a Group may be open during the spring and summer term;
- vi. Equity Service Centres must adhere to all by-laws, guidelines and policies of the RSU designated for service centres to ensure the effective operation that meets the needs of marginalised RSU members.

14.9 Staffing

- i. Each Equity Service Centre will be allocated part time staff resources to assist with the overall function and operations of each Centre by the RSU;
- ii. The amount of part time staff resources allocated to each Equity Service Centre shall be determined at the beginning of each fiscal year at the discretion of the Board, through the budget and is subject to change as determined by the Executive upon recommendation of the Vice-President Operations and Executive Director Operations;
- iii. Hiring Process will include a one to two (1-2) week job posting to be advertised on the RSU website and through any other RSU communication channels, as well as interviews of potential candidates;
- iv. All hiring must be done by a hiring committee made up of the following 4 members: 1 designate from CESAR, 1 designate from the RSU Executive Team, Equity and Campaigns Organizer, Executive Director Communications and Outreach;
- v. Hires will be decided by a majority vote of the aforementioned committee;
- vi. All Equity Service Centre part time staff must report to and will be supervised by the Equity and Campaigns Organizer;
- vii. Executive members shall have no direct supervision role;
- viii. Equity Service Centre part time staff members are to be responsible for the day-to-day operations of the Equity Service Centre;
- ix. Equity Service Centre part time staff members are responsible for the organising and implementation of events, services, campaigns and initiatives pertaining to the mandate of the Equity Service Centre they work with, and must do so in consultation with the RSU Equity and Campaigns Organiser.

4.10 Budget and Funding

- i. Each Equity Service Centre, in consultation with the Equity and Campaigns Organizer and the Vice President Operations may submit recommendations for an annual budget proposal for consideration by no later than April 15. Such proposals may include: the amount of funding being requested, a revenue target from non-RSU sources and all expenses. Such recommendations will be used to establish a budget proposal for the following year to be approved by the Board of Directors;
- ii. All financial expenditures must be pre –authorised by the Equity and Campaigns Organiser;
- iii. All receipts must be presented to the Equity and Campaigns Organiser within a week of purchase;
- iv. No individual connected with an Equity Service Centre may realise any financial gain from the group's actions, activities, or fundraising;

- v. Equity Service Centres do not have the right to hold their own bank accounts, safes or hold sums of money greater than fifty dollars.

4.11 Donations and Fund Raising

- i. Equity Service Centres are encouraged to solicit donations from individuals or groups within and outside Ryerson University and to raise funds through revenue generating activities such as sales and social events;
- ii. Donations that include naming or ownership requirements or provisions, or corporate ties that contradict the mandate of the RSU are not permitted;
- iii. Donations must be paid to the order of the Ryerson Students' Union and will be accredited to the Equity Service Centre budget for the Centre that raised the donation;
- iv. Donations or raised funds must not be used for staffing costs or honoraria to any individual involved in the operation of the Equity Service Centre or the RSU Board;
- v. Any funds generated in excess of the approved revenue target for a given year will be eligible to be transferred to the Equity Service Centre carry over account at the end of the fiscal year;
- vi. Should expenses exceed the amount budgeted in any given year any revenue overage, prior to any funds being transferred into the Equity Service Centre carry over account;
- vii. Funds in the Equity Service Centre's carry over account may be utilised in a future fiscal year at the discretion of the Equity Service Groups in consultation with the designated RSU staff member;
- viii. If an Equity Service Centre becomes inactive or is dissolved, all funds attributable to that Equity Service Group will be automatically reallocated at the discretion of the Vice-President Operations in consultation with the RSU Executive;
- ix. Donations or funds raised must be forwarded to the Equity and Campaigns Organizer within five (5) business days of receiving the funds, to be deposited into the correct account.

4.12 Reporting

Equity Service Centres must submit a year-end report, no later than April 15, to the Equity and Campaigns Organizer. This report should outline its activities including: campaigns, advocacy work, events, volunteer involvement, community partnerships, recommendations for future programming and a summary of expenditures including donations made toward the Equity Service Centres for that fiscal year.

4.13 Designated Equity Service Centre

- i. The Equity Service Centres as ratified by the Board of Directors are:
 - RyePRIDE
 - Centre for Women and Trans People
 - Good Food Centre
 - RyeACCESS
 - Racialised Students Collective
 - Trans Collective
- ii. Note: Effective April 2010, the Working Students' Centre was dissolved as a formal equity service group;
- iii. This shall be amended from time to time to reflect any and all changes made in the creation or removal of any Equity Service Centres as approved by the Board.

Operational Policy #15

Equity Statement

ADOPTED: July 13, 2011

AMENDED: February 27, 2012

Scope

- 15.1 This Policy applies to all events of the Ryerson Students' Union

Policy

- 15.2 Creating equitable and inclusive environments free from harassment and discrimination shall be a priority in all events and meetings of the students' union. This will be done by acknowledging the inherent power and privilege that exists in society, and declaring the collective responsibilities we have in ensuring that discrimination in all of its forms will not be tolerated.

Protocol

- 15.3 The following statement will be read aloud during the opening address of all meetings and events:

Ryerson Students' Union Equity Statement

Student Union solidarity is based on the principle that all members are equal and deserve mutual respect and understanding. As members of the students' union, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment. It is our collective responsibility to create an inclusive space for discussion and dialogue. All forms of discrimination and harassment will not be tolerated, nor will hate speech rooted in, but not limited to Islamophobia, anti-Semitism, sexism, racism, classism, ableism, homophobia or transphobia. We all have an obligation to ensure that an open and inclusive space, free of hate is established. If you are not here in an understanding of good faith, or you have violated this understanding, you will be asked to leave.

Ethical Purchasing Policy

ADOPTED: January 18, 2006

AMENDED: N/A

Preamble

- 16.1 The Ryerson Students' Union strives to do its part to protect the environment as well as promote ethical, equitable and sustainable purchasing practices on and off campus. In addition the RSU is committed to upholding the values and principles of Ethical Purchasing. Recognizing that oppressive working conditions are the reality of workers worldwide, the RSU is committed to bringing these issues to light and standing in solidarity with workers both locally and internationally in their struggle to have fair and just working conditions. We recognize that by changing the way we purchase, we are contributing to the overall demand for ethically made products; this in turn benefits the global health of workers and the environment. The purpose of this policy is to ensure that the RSU and all of its service areas and campus Groups are making environmentally sound purchases and supporting workers locally and internationally by purchasing from suppliers that maintain a positive and ethical working environment.

Scope

- 16.2 This policy applies to all purchases made through the Ryerson Students' Union, including campus groups, Equity Service Centers and all RSU service areas. This policy shall cover but it is not limited to building contracts, material purchase, and office furniture purchases, as well as any material or paraphernalia with the RSU logo.

Protocol

- 16.3 Purchase Paper

RSU shall prohibit the purchase of wood, pulp, and paper products from endangered forests, and use sustainable managed (FSC certified) wood, pulp and paper products, and reduce their use overall by using recycled products.

- 16.4 Purchase of Goods and Services

- i. The RSU will not purchase any goods created in sweatshop facilities
- ii. "No Sweat" means products that are produced in a manner where there are:
 - a. no forced labour or child labour;

- b. no harassment, abuse or discrimination of workers;
- c. maximum hours of work;
- d. the right to organize and bargain collectively;
- e. payment of a living wage;
- f. health and safety protections;
- g. public disclosure of factory locations;
- h. a written commitment by companies to work with suppliers to achieve compliance;
- i. public annual reporting by suppliers on progress; and
- j. third-party investigations of complaints and a corrective action plan if violations occur;
- k. Priority will be given to sourcing and purchasing goods and services that are union shop made and produced in Canada.

Executive Cellular Telephone Reimbursement

ADOPTED: November 8, 2006

AMMENDED: N/A

Scope

- 17.1 This policy applies to At large executive members of the Ryerson Students' Union.

Preamble

- 17.2 The Ryerson Students Union recognizes that having an accessible Executive Committee is a benefit to the students' union. The RSU also recognizes that having a publicly accessible cell phone number increases the cost of a cell phone. To ensure that members of the Executive Committee are accessible and that the cost of a publicly available cell phone number does not become a financial burden the RSU has adopted the following policy as an Executive Cellular Telephone Reimbursement Policy.

Policy

- 17.3 In order to have an accessible Executive Committee, each member of the Executive Committee is entitled to telephone, data, and long distance reimbursement, given that the cellular device is publicly accessible to the membership.

Protocol

- 17.4 Eligibility
In order for an Executive Committee member to receive a cellular telephone reimbursement the phone must be publicly available. A phone shall be deemed public when it is available through a minimum of the following media:
- i. The RSU website
 - ii. The RSU handbook
 - iii. RSU business cards
 - iv. Standard e-mail signature
 - v. Standard voicemail greeting
 - vi. Promotional materials where the Executive Committee member is the primary contact

17.5 Telephone Reimbursement

Each member of the Executive Committee will receive a monthly reimbursement of up to \$80 for general cellular telephone expenses.

17.6 Data Reimbursement

Each member of the Executive Committee will receive a monthly reimbursement of up to \$40 for data expenses.

17.7 Collecting Reimbursement

Executive Directors must submit a cheque requisition with original receipts to the RSU Finance Coordinator in order to get reimbursed

Graduate Executive Honoraria Policy

ADOPTED; October 13, 2009

AMENDED: N/A

Scope

- 18.1 This policy applies to members of the Graduate Executive Committee, excluding members of the At large Executive that also sit on this committee

Preamble

- 18.2 This policy outlines the process for determining the honoraria presented to members of the Graduate Executive Committee of the Ryerson Students' Union.

Definitions

- 18.3 Graduate Representative Committee includes Graduate Chairperson, Deputy Chairperson Education, Deputy Chair Person Student Life and Events Deputy Chair Person Finance, and the At Large Representative from the Graduate Council

Policy

- 18.4 A budget recommendation will be made by the Graduate Representative Committee to the Finance Committee as part of the Graduate Representative Committee's budget proposal, and then approved by the Board of Directors for inclusion in the Students' Union's budget.
- 18.5 One third of the total amount budgeted for honoraria will be allotted for each academic term of the fiscal year.
- 18.6 In each term, the maximum honorarium any single individual can receive is \$600. These funds will be presented at the end of each academic term of the fiscal year.
- 18.7 If a member of the Graduate Representative Committee resigns before the end of their term, the amount presented will be pro-rated against the time for which they served.
- 18.8 The Graduate Chairperson with consultation with the Executive Director Communications and Outreach will determine the appropriate amount in honorarium to be given to each Graduate representative based on meetings attended, work done and involvement in Grad Council Activities each term.

Graduate Students' Associations

ADOPTED: April 19, 2007

AMENDED: January 15, 2009

Preamble

- 19.1 The Ryerson Students' Union represents both full time undergraduate students and all graduate students at Ryerson University. In recognition that Grad student have specific needs that RSU structure has created space allow for graduate students to organize about program specific issues through the creation of Graduate Course Unions

Definition

- 19.2 Graduate Course Union refers to campus groups that exist for the purpose of organizing graduate students based on their program of study.

Protocol

- 19.3 Creating a Graduate Course Union

- i. Like Course Union, The RSU will automatically recognize a Graduate Course Union for every Graduate program at Ryerson;
- ii. Students may communicate with Campus Groups Administrators for direction on how to access funding and resources.

- 19.4 Graduate Course Unions for New Programs

- i. In the event that a new graduate program is created at Ryerson, the RSU will set aside funding for the creation of a new course union;
- ii. The Graduate Chairperson, with the help of the Campus Groups administrator, will connect with the Program director or administrator to identify a time or way to communicate with all students in the program. Communication with students can be through email, or by visiting a class of all students;
- iii. The Graduate Chairpersons will seek nominations for Graduate Course Union Executive Members, and will facilitate an election process;
- iv. Successful candidates will be determined by a majority vote;

- v. New Course Union will be ratified by the Graduate Council.

19.5 Graduate Course Union Operations

- i. The actions of a Graduate Course Union must not be contrary to the Ontario Human Rights Code, policies of the Ryerson Students' Union, Student Centre Policies or the Policies of the University;
- ii. No individual connected with a Graduate Course Union can realize any financial gain from the Graduate Course Union actions or activities;
- iii. Since Graduate Course Unions are funded by the Ryerson Students' Union for the benefit of Ryerson graduate students, all activities must be directed towards graduate students;
- iv. All Graduate Course Unions are expected to undertake projects and programs to benefit their members as defined by clause one of this policy;
- v. The Graduate Course Union must submit the required Student Risk Assessment forms to the office of Student Programs when an off-campus event is directly sponsored by the Graduate Students' Association. Forms must be submitted fourteen (14) days before an event is scheduled;
- vi. All Graduate Course Unions are required to have a valid constitution and must submit a copy to the Campus Groups Administrator annually, signed by a Graduate Students' Association signing officer no later than October 31st;
- vii. All Graduate Course Union are required to file a valid executive list with valid student numbers, addresses, and telephone numbers of each executive member, with signatures of signing officers on an annual basis no later than October 31st;
- viii. At least one graduate student who is a member of their Graduate Course Union shall be appointed to coordinate and liaise with the Graduate Representative Committee and the Council on issues pertaining to the Graduate Course Union, the annual member transition and awareness to graduate students;
- ix. Each Graduate Course Union must nominate at least one representative to sit on the Graduate Council as a voting member no later than no later than October 31st of each year;

- x. A Graduate Course Union position on the Graduate Council shall be deemed vacant and base funding shall be withheld from the Graduate Students' Association if a Graduate Course Union fails to appoint a representative to the Graduate Council by December 1st;
- xi. A Graduate Course Union position on the Graduate Council shall be deemed vacant and base funding shall be withheld if a Graduate Students' Association or appointed representative of a Graduate Course Union neglects to provide the Graduate Executive Committee with written notice of regrets within three business days of the meeting and after failing to attend two consecutive or three non-consecutive Graduate Council meetings;
- xii. When an executive member of a Course Union is no longer active, resigns or their term ends, it is the responsibility of this executive member to contact the Campus Groups Administrator;
- xiii. No membership fee may be levied on any Ryerson Students' Union member to participate in and be a member of a Graduate Course Union;
- xiv. The Campus Groups Administrator is responsible for providing the Course Union with a copy of all Ryerson Students' Union and Graduate Course Union policies on a yearly basis.

19.6 Funding Policy

- i. Approval of grant applications from any Graduate Course Union for funding must be obtained by the Graduate Executive Committee's Ad Hoc Grant Committee prior to the event or activity taking place;
- ii. An official receipt or invoice must be presented to the Campus Groups Administrator with a cheque requisition form signed by two of the designated signing authorities of the Graduate Course Union. The receipt must indicate information regarding the nature of the purchase(s) and a description of how this purchase(s) directly benefit the membership of said Graduate Course for the event or activity;
- iii. A revenue deposit form must be completed whenever revenue is realized from an event or activity and submitted with the corresponding funds to the Campus Groups Administrator for deposit;
- iv. The Ryerson Students' Union administers a Trust Account for each Graduate Course Union. If it has been determined that an event realized a profit and the monies were not submitted to the Campus

Groups Administrator for deposit within one week of the event, no money will be released from the Trust Account for one year;

- v. The Ryerson Students' Union Trust Account system removes the need to operate bank accounts. If it is discovered that a Graduate Course Union is holding a separate bank account, all assets will be immediately frozen including the Course Union specific Trust Account. Graduate Course Unions can regain these assets once the outside account is closed and the balance is transferred by the Campus Groups Administrator into the Trust Account.

19.7 Restrictions

- i. No loans will be issued by the Ryerson Students' Union for any reason or purpose;
- ii. No grants will be issued to cover the cost of alcohol for any event.

Operational Policy #20
Graduate Travel Grants

ADOPTED: February 27, 2012
AMENDED: N/A

Preamble

- 20.1 The Ryerson Students' Union Graduate Travel Grant Program will distribute funds as budgeted to graduate student members who have attended an academic conference or workshop to present research papers, posters or other presentations. The travel grant is meant to supplement other sources of funding for academic travel.

Protocol

- 20.2 A Travel Grant Committee made up of the Deputy-Chairperson Finance and two members of the Graduate Council will review applications anonymously.

- 20.3 In the absence of this committee, the Graduate Executive Committee will review the applications.

20.3 Applications

Applications for RSU Graduate Travel Grants are accepted year round.

- i. The applications are reviewed four times in a year; March 31st, June 30th, September 30th, and December 31st;
- ii. The maximum amount awarded per student is \$500.00 per year;
- iii. Applications will be delivered in person to the front desk at the RSU main office and processed by the Internal Coordinator in collaboration with the Executive Director of Communications and Outreach;
- iv. Applications will be reviewed by the Graduate Representative Committee who will award the grants based on the nature of participation at the conference, financial need and endorsement of supervisor (if relevant);
- v. Applications can be made before the trip occurs.

20.4 Notification

- i. Applicants will be notified of the approval or denial of their application by email, within two weeks of the closing of the application period;

- ii. Funds will not be disbursed until original receipts from the trip have been provided to the RSU. The award will be given in the form of a cheque. Applicants must submit receipts within 2 weeks of the date of the conference;
- iii. Approved applications that are not claimed through the provision of receipts will be deemed ineligible by April 30 of the fiscal year in which the applicant applied.

20.5 Restrictions

Members of the Graduate Executive Committee, the Travel Grants Committee and members of the RSU Board of Directors are not eligible for travel grant funding.

Operational Policy #21

Hiring

ADOPTED: August 25, 2005

AMENDED: N/A

Scope

- 21.1 The purpose of this policy is to outline all hiring procedures for non-unionized staff, which include, but is not limited to, work-study, summer student help, short term contracts and international students.

Preamble

- 21.2 The Ryerson Students Union is committed to equity in employment and in providing a workplace environment that treats all employees with respect and fairness to ensure the dignity of workers. The Students' Union must reflect the diversity of its membership and proactively implement measures, as outlined in the Employment Equity Hiring Practice, to strive for representative staff.

Protocol

- 21.3 For all hiring, the Students' Union must take care to ensure all Human Rights legislation and the Discrimination and Harassment Policy of Ryerson University adhered to, both in law and in spirit, and that expectations and understandings of such provisions are clear and easily understood.
- 21.4 Work-study
Where possible, the RSU will use work-study funding to cover the cost of part time staff hires. For all positions that receive work-study funding, the guidelines stipulated by the Provincial Government, and University must be followed. These guidelines are available at the Ryerson University Human Resources department via the web at: www.ryerson.ca/hr
- 21.5 International Students
Where possible the RSU will use Ryerson's ISSWP program as a way to fund the hire of International students. The Students' Union will not discriminate in the hiring of international students, regardless of receiving work-study funding, and will make an effort to consider building in the budget, where possible, a financial cushion to allow for an additional expense in wages to hire international students.

21.6 Position Description

- i. The Executive Committee, in consultation with full time staff, may from time to time make decision about which part time staff are needed to help fulfill the work and priorities of the Students Union.
- ii. Each position will contain a description that includes the following:
 - a. Position Title;
 - b. Reporting Relationship;
 - c. The name of the person who is the direct supervisor;
 - d. Brief description of the duties and responsibilities of the position-point form;
 - e. Summary of the time commitment expected, including maximum hours of work;
 - f. Qualifications required for the position;
 - g. Preferred skills;
 - h. Statement of the approved compensation. (e.g. salary, honorarium, or under review)

21.7 Recruitment & Advertising

- i. Recruitment and advertising for a position must be done in a manner that aims to reach the broadest number of candidates
- ii. The Students' Union will aim to utilize all free and minimal costs services for posting, include web services and fax transmissions.
- iii. position postings may be advertised utilizing a combination (or all) of on campus services, bulletin boards, Workopolis Campus, Career Centre, Students' Union Website, media advertising, outside websites and other appropriate vehicles.
- iv. This would include the school newspaper, posters, possible mass email notification.
- v. Statement of the employment equity must appear on all job postings, and should read: "The Ryerson Student Union is committed to employment equity and encourages applications from diverse communities, including: Aboriginal people, persons of colour, persons with disabilities, members of the queer community, Transgender people and women."

21.8 Employment Equity

- i. The Students Union is committed to equity in employment and in providing a workplace environment that treats all employees with

respect and dignity. We must reflect the diversity of our membership, and our campus, and proactively manage special measures outlined in the Employment Equity Hiring Practice;

- ii. Employment Equity applies to all employees of the Ryerson Student Union;
- iii. When opportunities for employment or promotion occur, and where under representation exists, preference will be given to the equally qualified candidates who are members of the groups designated and listed in the Students' Union's Employment Equity Hiring Practice;
- iv. To improve representation of designated groups, the Students' Union will take measures to implement equity hiring as necessary.

21.9 Selection/Hiring Committee

- i. The selection/hiring committee will consist of a minimum 2 people – 1 person who is the reporting supervisor for the position, and another member of Management, which is defined as the Executive Member or and Executive Director of the Students' Union.
- ii. For Equity Service Centre, Hiring Committees must include a designate from CESAR

21.10 Interview Process

- i. The hiring committee will determine a short list of candidates to interview;
- ii. The hiring committee shall convene a meeting before the first scheduled interview to review the questions to members of the committee;.
- iii. Each person interviewed must be asked the same questions, and must go through the same interview process;
- iv. Depending upon the complexity and level of the position, the selection committee may consider using standardized or customized questions (or a combination of the two);
- v. During the interview one member of the hiring committee shall briefly describe the position the candidate is being considered for, the time commitment and remuneration to ensure the candidate clearly understands the position being applied for;

- vi. Questions should be designed to assist the candidate to explain as much about their qualifications, experience and suitability for the position. It is not the intention of the interview process to test the candidate, i.e. not to find them saying something wrong; rather the intention is to help them provide accurate and detailed information about their skills and experience;
- vii. No questions may be asked that would violate the candidate's human rights as defined by the Ontario Human Rights Code;
- viii. Upon the completion of all interviews, the committee shall decide if further interviews are necessary or if they are prepared to reach a decision. The committee will schedule second interviews if necessary.

21.12 Formal Job Offer

- i. Each selected candidate shall receive an offer letter from their supervisor outlining a brief summary of their position, appointment date and the compensation and a copy of the approved position description;
- ii. The offer letter will be signed by the employee and returned to the supervisor, and copies of said letter must be given to the worker and put in a personnel file;
- iii. Once an offer of employment has been made, an Employee Agreement should be drafted with the following in mind:
 - The position description;
 - Hours of work;
 - Duration of the appointment;
 - Financial compensation;
 - Pay period;
 - Reporting structure;
 - appointment terms and conditions (i.e. summary of responsibilities and the term of the appointment)

21.13 Training

- i. All workers must undergo a general orientation regarding their office space and the tasks they are expected to perform;
- ii. Employees are expected to familiarize themselves with all that the RSU does and to do whatever to promote the work and events of the Students' Union. For this reason, employees will undergo training that outlines the mandate, goals, and services of the Ryerson Students' Union.

Living Wages

ADOPTED: January, 2006

AMENDED: N/A

Scope

- 22.1 This policy applies to all part-time student employees.

Preamble

- 22.2 The Ryerson Students Union believes that all part time staff have the right to be adequately compensated for their work.

Protocol

- 22.3 Part time staff will get paid on a bi weekly basis either through work study on the internal RSU budget.
- 22.4 Part time staff will have the right to vacation pay.
- 22.5 Part time staff will have received deduction of Ontario and federal taxes, EI, and CPP.
- 22.6 Part time staff will receive a pay stub outlining hours paid and tax contribution made.
- 22.7 Part time staff will receive at minimum, a minimum wage that is consistent with the Ontario Minimum wage.
- 22.8 As a benefit of seniority, part time staff will receive a yearly increase of twenty – five (25) cents. Increases will only apply to staff returning in September, and not staff continuing on as summer hires.

Operational Policy #23
Media Protocol

ADOPTED: August 25, 2005
AMENDED: May 2006

Scope

- 23.1 This policy applies to all Executive members, Board members and all Full and Part Time staff of the RSU.

Preamble

- 23.2 The Ryerson Students Union recognizes the importance of media as a tool for outreach and contact, both towards members and to represent their needs. In order to effectively represent students and work with media with professionalism as is required by elected officials, a protocol for media is required by the RSU. The following policy on Media Protocol describes the procedures that the RSU Executives, Staff and Board Members must follow when answering requests from members of the media. In doing so, the student union recognizes the responsibility of accountable representation for its membership.

Protocol

- 23.3 When a media request is received, irrespective of the media source, it must be addressed to the President of the RSU. In the scenario that another Executive, Board Member, or Staff person receives the media request, it must be relayed and delivered to the President immediately.
- 23.4 The President will recommend the individual best suited to respond to the story to the reporter.
- 23.5 In a situation that the media request is urgent and the President is not available, the Executive Director Communications and Outreach bears the responsibility to oversee proper handling and forwarding of the request.
- 23.6 At no point may a media request be answered without the knowledge of the President and/or Executive Director Communications and Outreach when he/she is not available.
- 23.7 Any publication, print, online, recording, audio, video, or documentation otherwise made public may be considered media. This list is not exhaustive and may be altered by the Board from year to year.

Members Health and Dental Plan

ADOPTED: April 25, 2005

AMMENDED: October 13, 2009

Preamble

- 24.1 The Ryerson Students' Union shall provide a health and dental plan for all its members in order to ensure the health of the members throughout their years at Ryerson.

Protocol

24.2 Opt-Out Availability

- i. Members will be permitted to opt-out of the health portion, dental portion, or both portions of the Members' Health and Dental Plan, provided they can provide proof of equivalent coverage from another recognized Canadian provider;
- ii. Members who have successfully opted out of the Members' Health and Dental Plan will have a period of 15 months from the date of the cheque being first issued to redeem their opt-out cheque;
- iii. Cheques that are not redeemed after fifteen (15) months from the date of being first issued will not be re-issued and shall be deemed forfeited by the payee;
- iv. The Ryerson Students' Union will take appropriate measures to notify students of their expiring opt-out cheque before it comes null and void.

24.3 Fees: Members and Dependents

- i. The Ryerson Students' Union will annually establish the Members' Health and Dental fee.
- ii. Members may add dependents to their health or dental plan for a reasonable fee.
- iii. fee shall not exceed the cost to the Ryerson Students' Union whether for administration, costs from the insurer, or costs from the broker.
- iv. The Ryerson Students' Union may add an administration fee to cover the associated costs of the Members' Health and Dental Plan. This fee

shall not exceed 5% of the premium for the combined health and dental plans.

24.4 Staff Support

The Ryerson Students' Union shall retain a full-time staff member to administer the health and dental plan for Ryerson Students' Union members.

24.5 Insurance Brokers

- i. Should the Ryerson Students' Union employ the services of an insurance broker, any contract or Letter of Appointment between the Ryerson Students' Union and a broker must be reviewed annually;
- ii. Ryerson Students' Union shall retain the right to choose not to interview other brokers when renewing a contract, providing proposals are required and reviewed.

24.6 Annual Report

The Vice President Operations must provide a report on the status of the Members' Health and Dental plan no later than August 1st of each year. This report should outline plan usage and premiums by monthly breakdown, and shall clearly indicate the value gained or lost by the contract during the preceding year.

Operational Policy # 25
Multi-Faith Council

ADOPTED: November 8, 2006

AMENDED: N/A

Preamble

- 25.1 The Ryerson Students' Union believes that creating spaces for faith-based groups adds a valuable quality to campus life.

Protocol

- 25.2 The Ryerson Students' Union shall establish a standing, ad-hoc Multi-Faith council, that will:
- i. Be chaired by the President of the Ryerson Students Union;
 - ii. Be resourced by staff of the RSU including the Campus Groups Administrator and the Equity and Campaigns Organizer;
 - iii. Consist of one representative from every RSU designated faith group;
 - iv. Meet at least twice during the Fall and Winter semesters.
- 25.3 Allocation of financial resources to this Multi-faith Council will be from the anti-oppression and diversity education line item of the Equity and Campaigns budget.
- 25.4 The Council will exist in order to initiate education and awareness campaigns and to promote both harmony and tolerance around campus.

Operational Policy #26

Policy Manual

ADOPTED: January 26, 2005

AMENDED: N/A

Preamble

- 26.1 The policy manual aims to document the protocols of day to day operations of the students' union as well as as may contain the Student union's position on particular issues.

Protocol

- 26.2 To add or amend Policy Resolutions require one week's Notice of Motion or must be passes by a two-thirds (2/3) vote at a Board of Director's Meeting.
- 26.3 A Policy Resolution passed by a two-thirds (2/3) vote or by a simple majority after one week's notice shall be considered Policy of RSU.
- 26.4 It must be stated in the actual resolution that it is a Policy of RSU
- 26.5 In order to rescind a policy of the RSU, a week's notice of the rescinding policy is required and must be approved by a two-thirds (2/3) vote at a Board of Directors meeting. The Policy Manual is separate from the By-Laws.
- 26.6 Policy Resolutions must be written with the following template:

Operational Policy

Title

Date of Adoption

Date of Amendment

Preamble: Outlining what it is relevant

Scope: Where possible outline who the policy applies to

Definitions: Where possible clarify any language relevant to the policy

Protocol: Outline the step by step procedure

Issue Based Policy

Title

Date of Adoption

Date of Amendment

Preamble: Outlining what it is relevant

Scope: Where possible outline who the policy applies to

Definitions: Where possible clarify any language relevant to the policy

Policy: Include Student Union Supports, and Student Union Opposes

Poster Policy

ADOPTED: January 22, 2003

AMENDED: N/A

Preamble

- 27.1 As both student Services and University Advancement are no longer stamping posters, RSU has become inundated with requests from individuals to have their material stamped.

Policy

- 27.2 Ryerson Community members (students, staff, faculty, departments, course unions, student groups) may receive a stamp for:
- i. Roommates wanted, places for rent (must show Ryerson student ID);
 - ii. Personal items for sale, incl. Textbooks, computers, etc. (must show Ryerson Student ID);
 - iii. Rides (must Ryerson Student ID);
 - iv. External events that benefit Ryerson groups or Ryerson projects.
- 27.3 If the material contains religious/political messages approval must be given by the President or Campus Groups Administrator in their absence.
- 27.4 Ryerson Community members may not receive stamps for:
- i. Advertising a personal business;
 - ii. Advertising an event that they gain individually from;
 - iii. Advertising any external event not directly benefiting the campus (i.e. funds directly returned to campus group);
 - iv. Cheap eyeglasses, haircuts or other discounts are not viewed as directly benefiting the campus. These businesses or promoters must be redirected to our campus media where they can purchase advertising.
- 27.5 Restrictions
- Non-Ryerson community members may not have their posters stamped.

Pro-Choice Student Union

ADOPTED: October 2007

AMENDED: N/A

Scope

Preamble

- 28.1 The Ryerson Students' Union prohibits all forms of harassment and discrimination on the base of race, class, religion, sex, gender, or gender identity. As per section 2 of the Canadian Charter of Rights and Freedoms, all students have the right to the following fundamental freedoms:
- i. Freedom of conscience and religion;
 - ii. Freedom of thought, belief, opinion and expression, including freedom of the press and other media of communications;
 - iii. Freedom of peaceful assembly; and
 - iv. Freedom of association.

Definitions

- 28.2 Anti-choice groups or organizations are those which compromise and/or threaten the freedom and/or wellbeing of women who may contemplate an abortion or have chosen to have an abortion.
- 28.3 Pro-choice describes the view that a woman should have the right to determine what she does with her sexual and reproductive health. It is the moderate and widely supported stance which respects and acknowledges a women's intellectual and moral ability to make decisions on what choice is best for her body. Pro-choice is not pro-abortion; it simply defends the right of a woman to decide for herself what to do with her body.

Protocol

- 28.4 The RSU respects and affirms a women's right to choose. No RSU resources, space, recognition or funding will be allocated to enhance groups/individuals whose primary/sole purpose is anti-choice activities. Such activities are defined as any campaigns, actions, distribution, solicitation, or lobbying efforts that seek to limit an individual's right to choose what they can or cannot do with their own body.
- 28.5 Further, no RSU resources, space, or recognition or funding will be allocated to enhance groups/individuals who are members of or directly affiliated with external organizations with the primary/sole purpose of anti-choice activities.

Professional Development Policy

ADOPTED: July 26, 2006

AMENDED: N/A

Scope

- 29.1 The principles and purpose of this policy apply to all Ryerson Students' Union full time employees unionized within Units 1 and 2 of the Ryerson Students' Union sub local of CUPE Local 1281. Where there are provisions in the Collective Agreements concerning the *Required Educational Allowance*, *Requested Educational Allowances* and *Professional Development Allowance*, this policy will reference those provisions. Where there are no Collective Agreements provisions that apply, this policy will detail eligibility.

Preamble

- 29.2 The primary objective of the Requirement Educational Allowance, Requested Educational Allowance and Professional Development Allowance is to enhance both individual employees and organizational performance. The growth and development of Ryerson Student's Union employees must be achieved in the context of the Ryerson Student's Union's financial limitations and opportunities.

Policy

- 29.3 The Students' Union Supports:
- i. Employee development to ensure that employees maintain their acquired skills and occupational qualifications;
 - ii. Providing opportunities for employees to add to and improve their skills related to their job;
 - iii. Promoting shared accountability between the Ryerson Students' Union and the employee for the employee's professional development;
 - iv. Fiscal responsibility in supporting learning opportunities;
 - v. Fairness and equity in the application of employee development programs.
- 29.4 This policy references other Ryerson Students' Union policies and Collective Agreement provisions that may change from time to time. Where there is a difference between the information contained in this policy concerning eligibility, the actual Collective Agreement and its provisions supersede.

Purpose

29.5 The purposes of this policy are to:

provide a framework by which the Ryerson Students' Union will administer the *Required Educational Allowance*, *Requested Educational Allowances* and *Professional Development Allowance* as provided for in the Collective Agreement and to ensure consistency in the application of Collective Agreement provisions

inform employees about provisions and processes for applying for the *Required Educational Allowance*, *Requested Educational Allowance*, and *Professional Development Allowance* as provided as a benefit in the Collective Agreement.

Definitions

29.6 Tuition Fee: The portion of the total fee designated as a fee for attendance at a specific program, or for a specific credit or non-credit course. It does not include fees such as late fees, default fees, books, course materials and equipment, ancillary fees of the institution and related travel expenses.

29.7 Academic Term: Academic term refers to terms defined by the university/college/institution in its academic calendars.

29.8 Course: Regular periods of class instruction scheduled at intervals over a substantial part of the year.

29.9 Work-Related: Learning that enhances the knowledge and skills required for work the employee is currently doing, as outlined in the position description with the RSU or work that the employee is required to do as part of their job. Work-related programs or learning are job specific, a bonafide requirement of the position and address the skills and competencies required to meet job expectations, changes of the job, and the performances standards of the position and the organization.

29.10 Professional Development: Programs that develop professional potential and help staff to prepare for the achievement of broader professional goals within the Ryerson Students' Union or learning that is indirectly related to the employee's job as outlined in the position description or job posting. Learning that is not a bonafide requirement of the position; for example, courses that lead to a graduate or postgraduate degree, are considered professional development.

Protocol

29.11 Executive Committee

- i. Understand and apply this policy and any relevant Collective Agreement provisions concerning *Required Educational Allowance*, *Requested Educational Allowances* and *Professional Development Allowance*,
- ii. Determine whether to approve or deny requests submitted for approval, and determine if the request is either a *Required Educational Allowance*, *Requested Educational Allowances* and *Professional Development Allowance*,
- iii. Identify the budget implications for the Ryerson Students' Union,
- iv. Document rationale for decisions made under this policy and communicates decisions to employees and the appropriate supervisor,
- v. Establish fairness/equity in decisions to ensure a diversity of staff can receive funding.

29.12 Employees

- i. Follow the Ryerson Students' Union process for applying for *Required Educational Allowance*, *Requested Educational Allowances* and *Professional Development Allowance*. For example, an employee must apply for the Required or Requested Educational Allowance prior to registering in a course or program,
- ii. Pay any additional costs not covered by the *Requested Educational Allowance*. For example, costs associated with a course or program, such as ancillary fees, late fees, default fees, books, materials, and equipment or travel to the course,
- iii. Provide official documentation to substantiate a request and to verify successful completion of a course or program.

29.13 Executive Directors

- i. Review applications for Professional Development Allowances from Unit 1 and ensure that the appropriate documentation and approvals have been provided.
- ii. Ensure consistent and fair application of processes for all employees in Unit 1.
- iii. Track, analyze, and report on Professional Development usage for Unit 1 for the academic year.
- iv. Provide advice, policy interpretation and recommendations concerning application of this policy and related Collective Agreement provisions.
- v. Make recommendations on Unit 1 requests to the Executive Committee,

- vi. Establish application process and application forms in conjunction with the Executive.
- vii. Communicate the process to all Ryerson Students' Union employees of Unit 1.
- viii. Validate tuition fee receipts and ensure reimbursement to the employee is provided.
- ix. Communicate with the Executive regarding problems or concerns that may arise.

29.14 Staff Relations Officer of the Executive

- i. Review applications for Professional Development Allowances from Unit 2 and ensure that appropriate documentation and approvals have been provided.
- ii. Make recommendations on Unit 2 requests to the Executive Committee,
- iii. Ensure consistent and fair application of processes for all employees,
- iv. Track, analyze and report on Professional Development usage for Unit 2 for the academic year,
- v. Validate tuition fee receipts and ensure reimbursement to the employee is provided,
- vi. Communicate with the Executive regarding problems or concerns that may arise.

29.12 Eligibility

- i. Members of Units 1 and 2 of the Ryerson Students' Union Sub Local of CUPE 1281 are eligible for the *Required Educational Allowance*, *Requested Educational Allowances* and *Professional Development Allowance* provided for in the respective Collective Agreements. Spouses and dependents are not eligible for any funding.
- ii. If an employee wishes to enroll in and attend more than two courses per academic term, the employee must be granted approval from the Executive Committee.
- iii. Employees are expected to take these courses outside normal work hours. Exceptions may be granted under special circumstances, where conditions for non-disruption of operations on services can be ensured.
- iv. An employee must provide confirmation and verification of the successful course completion.
- v. All applicants must respect and adhere to the process for application of *Required Educational Allowance*, *Requested Educational Allowances*

and *Professional Development Allowance* benefits. Candidates who do not will be responsible for paying all the associated costs.

29.13 Eligible Reimbursement

i. Required Educational Allowance

- a. The Ryerson Students' Union shall pay the full cost of any course determined to be required for the operation the of the Employee's job and determined to be work related (see also definition of "work-related").
- b. Work related studies will be limited to a maximum of two courses per year and subject to maximum of \$1,500 per year, per employee.

ii. Requested Educational Allowance

- a. The Ryerson Students' Union may agree to reimburse all, some, or non of the associated costs for work related *Requested Educational Allowances*.
- b. The Tuition fee for programs approved as *Requested Educational Allowance* will be reimbursed up to a maximum of \$1,000 per year.
- c. Where a program is not a bonafide requirement for the position, such as accreditation and graduate or undergraduate studies, the *Requested Educational Allowance* will be considered, without prejudice, on a case-by-case basis.

iii. Professional Development Allowance

- a. Employees will be eligible to be reimbursed for costs related to travel, accommodation, and/or registration costs associated with a professional development seminar, conference or workshop.
- b. The Ryerson Students' Union may agree to reimburse all, some, or none of the associated costs for work related *Professional Development Allowance*.

29.14 Professional Development Studies: Personal development programs or personal interest programs are not covered by the *Required Educational Allowance*, *Requested Educational Allowances* or *Professional Development Allowance* as specified in the Collective Agreements of Units 1 and 2.

29.15 Application Process

- i. Prior to enrolment in a course or program, an employee will obtain program information and complete a Professional Development Allowance form which will cover the *Required Educational Allowance*, *Requested Educational Allowances* and *Professional Development Allowance* provisions in the Collective Agreements of Units 1 and 2.
- ii. It is the responsibility of the employee to request any necessary approvals, and to provide the necessary documentation. This shall include program, course and conference information for their request and provides a rationale for the type of request being made.
- iii. Completed application forms are forwarded to either the appropriate Executive Director or Labour Relations Officer, in accordance with the Role and Responsibilities sections 3.17.8, 3.17.9, 3.17.10, and 3.17.11 of this policy. The Executive Committee will then review the application with a recommendation and then approve/disapprove and process all submitted applications. The employee will be notified of the application status at least two days after the meeting occurs.
- iv. Employees from either Units 1 or 2 may be requested to provide a presentation regarding the application for the *Required Educational Allowance*, *Requested Educational Allowances* or *Professional Development Allowance*.
- v. The Executive Committee will approve or disapprove an application and notify the employee within two scheduled Executive Committee Meetings.
- vi. Once approval is obtained, the employee can register in the program or course.
- vii. After completing the course, the employee shall submit a request for reimbursement to the supervising Executive Director or Labour Relations Office, along with a copy of the original receipt of payment of the tuition fee and official proof of a passing grade. The receipt of payment must clearly identify the tuition fees and other fees separately, for example, ancillary fees. All candidates require proof of successful course completion within 15 business days of receiving notification from the academic institution.
- viii. The receipt, proof of a passing grade and the accompanying Cheque Requisition Form will then be sent to the Finance Coordinator for processing and then eventual distribution to the employee. Where possible, any reimbursement will be issued no later than the next regular pay day following completion

Promoting Access to Water

ADOPTED: September 21, 2012

AMENDED:N/A

Preamble

- 30.1 In adherence to Ryerson's Bottled-Water Free Pledge, The Ryerson Students' Union will work to ensure that appropriate public drinking water facilities are available to members at any and all events

Protocol

- 30.2 Any and all performers contracted for Ryerson Students' Union events who request water service shall only be provided with public water as stated by Ryerson's Bottled-Water Free Pledge
- 30.3 Sponsors for events hosted by the Ryerson Students' Unions must also abide by the Bottled-Water Free Pledge and refrain from distributing and/or selling bottled and/or private water.
- 30.3 External groups and internal groups/departments must also refrain from distributing and/or selling bottled water or water from private sources when collaborating on events/initiative with the Ryerson Students' Union.

QUORUM

ADOPTED: March 20, 2003

AMENDED: N/A

Preamble

- 31.1 Quorum refers to the minimum number of members present in order to conduct official business of a meeting. One hundred (100) members shall form a quorum at the annual, semi-annual or any other meetings of the members of RSU.

Protocol

- 31.2 If quorum is met and subsequently lost during a meeting of the members, then the remaining business of the meeting shall be carried to the next meeting of the Board of Directors.
- 31.3 If no quorum is present, the meeting shall be adjourned until the next meeting of the membership.

Operational Policy #32

Recognition and Respect for Unceded Traditional Territories of Indigenous Peoples

ADOPTED: July 13, 2012

AMENDED: N/A

Policy

- 32.1 Respect for and recognition of the rights and land of the Indigenous Peoples shall be demonstrated at all meetings and events of the RSU. This will be done by acknowledging the space on which the events occur being the traditional land of Indigenous communities and the need to respect, honour and sustain that land as settlers on it.

Protocol

- 32.2 The following statement will be read aloud during the opening address of all meetings and events:

“As many of us are settlers on this land, it is our collective responsibility to pay respect and recognize that this land is traditional territory of the Mississauga of the New Credit First Nation and we are here because this land was occupied. In recognizing that this space occupies colonized First Nations territories, and out of respect for the rights of indigenous people, it is our collective responsibility to honor, protect and sustain this land.

Sponsorship and Endorsement

ADOPTED: June 16, 2012

AMENDED:

Policy

- 33.1 The Students' Union shall sponsor public events, organisations or campaigns that aim to increase knowledge, awareness and dialogue on campus or in the community. The Students' Union will sponsor and endorse initiatives that fall into the areas of defending public and accessible education, defending public services for all regardless of status, sexual orientation, race, class, gender, ability, age or ethnic origin, defending and promoting equity, sustainability, and human rights on a local and international level.

Protocol

- 33.2 The Executive Committee can act on behalf of the Board of Directors and approve monetary sponsorship, endorsement, or sponsorship through means of in-kind printing, room bookings, or other forms of sponsorship requested.
- 33.3 Sponsorship and Endorsement will follow standing policies of the Ryerson Students' Union; including but not limited to promoting:
- i. Public Accessible Education and services;
 - ii. Anti-war and peace, the Students' Union's Equity mandate;
 - iii. Ethical purchasing policy;
 - iv. The Sustainability pledge;
 - v. Bottled-water free pledge
- 33.4 Members of the Ryerson Students' Union and requests directly affecting the Ryerson community will have priority in requests for Sponsorship and Endorsement.
- 33.5 The Executive Committee will provide budget recommendations regarding sponsorship to the Vice-President Finance at the beginning of the fiscal year.
- 33.6 The Executive Committee will have the responsibility to review and approve all applications for sponsorship and endorsement and determine the distribution of money, in-kind gifts and room bookings as determined appropriate per request and based on the funding available in the budget. The Committee will strive to ensure sponsorship funding is distributed equitably however priority funding will be given to groups involving Ryerson students, education/awareness of the Ryerson community and events or initiatives that seek to promote equity and the mandate of the Students' Union.

33.7 Restrictions

In keeping with the Students' Union non-partisan mandate no sponsorship or endorsement will be provided to a specific political party or candidate.

Operational Policy #34
Standing RSU Services

ADOPTED: April 25, 2005

AMENDED: October 13, 2009

Preamble

- 34.1 The RSU offers a number of services that are designed to provide resources and support to our members. These services are designed to operate on a break-even basis are not meant to generate revenue. The RSU recognizes that there is a need for student run, student funded services that are created in order to aid and improve the everyday lives of its membership through initiatives such as but not limited to, academic and non-academic support, basic needs items and volunteer opportunities. Recognizing this need, the RSU has adopted the following policy for its standing services:

Description

- 34.2 Standing Services are ultimately in place to serve the membership of the RSU and must offer services that are of high quality, are accessible to all members of the RSU and reflect the mandate as stated in the preamble. Each standing service will maintain its own terms of reference that will outline its focus and mandate.

Protocol

- 34.3 Establishment of Standing Services
- i. Members wishing to establish a new RSU Standing Service must submit in writing a proposal for the creating of a new Standing Service to the RSU Executive. Said proposal must including the following:
 - a. An explanation of the benefits for the membership of the RSU;
 - b. A draft annual budget ;
 - c. A mission statement;
 - d. A timeline for implementation;
 - e. An explanation of the need for the service;
 - f. A proposed terms of reference.
 - ii. Upon receipt of this proposal, the RSU Executive Committee will present the proposal to the Board of Directors who, upon a 2/3 majority vote may establish a new Standing Service.

34.4 Dissolving of Standing Services

- i. The RSU Board of Directors may, by a two-thirds majority vote, dissolve any Standing Service;
- ii. The dissolution of a Standing Service shall only be done in situations where the Standing Service no longer fulfills its responsibilities as per this policy and the Services own mandate.

Student Group Appeal Policy

ADOPTED: October 10, 2004

AMENDED: N/A

Preamble

- 35.1 Applicants seeking status as a RSU student group must first fulfill requirements as outlined in RSU Student Groups Policy. Should the Student Groups Committee reject the application, the following guidelines shall apply. For the purposes of this policy, the student or students making an appeal are herein referred to as the appellant.

Protocol

35.2 Notification

Upon denying Student Groups status to any applicant, the Student Groups Committee will provide a copy of this policy to the applicant within one business day.

35.3 Appeals

- i. Upon receiving a request from the appellant, the Vice President Student Life and Events shall draft a letter detailing the reasons for denial by the Student Groups Committee, within 10 business days of receiving such a request;
- ii. Where an appeal is desired, the appellant must notify the Vice-President Student Life and Events in writing of their intention to appeal the Student Groups Committee's decision to the Executive Committee within 10 business days of such a decision by the Student Group Committee;
- iii. Upon receiving notice of an intention to appeal, the Vice-President Student Life and Events will inform the appellant of the date, time and place of the next Executive Committee meeting and will take steps to add this item to the next meeting agenda;
- iv. Upon hearing a presentation by the appellant the Executive Committee, within 10 business days, of such decision by the Student Groups Committee, may:
 - a. Present the appellant to the Board of Directors for a final determination on the application in question at the next regularly scheduled Board of Directors meeting. A group

without endorsement by the Student Groups Committee will require a two-thirds majority vote to be ratified; or,
b. Require the appellant to return to the Student Groups Committee for further discussion and amendment where deemed necessary.

- v. If the appellant chooses not to engage in consultation and discussion with the Student Groups Committee and other affected groups or individuals, it may be sufficient grounds for the appeal to be deemed closed, at the discretion of the Executive Committee;
- vi. No appellant may appeal their denial of status to the Board of Directors without following the procedures established in this policy;
- vii. Upon a decision by the Executive to present the appellant to the Board of Directors, the Vice President Student Life and Events will take steps to ensure this item is added to the Board of Directors agenda, for their next regularly scheduled meeting. An appellant whose application was denied by the Student Groups Committee must gain a 2/3 majority at the Board of Directors to be ratified. Should the Board of Directors deny ratification the appeal shall be deemed closed.

35.4 Restrictions

- i. No person or persons shall be permitted to hold an Executive position on any RSU groups or course union if they have willfully provided false information to the Board of Directors;
- ii. The person or persons in question will be immediately removed from their position as an executive of the Student Group;
- iii. Any appeal on this decision must be made to the Board of Directors.

Operational Policy #36
Student Group Policy

ADOPTED: March 20, 2003

AMENDED: November 29, 2005

Scope

- 36.1 This Policy applies to all RSU Student Groups.

Definitions

- 36.2 A Student Group refers to campus groups that exist

Policy

- 36.2 The Student Group's actions must not be contrary to the Ontario Human Rights Code, RSU or the University's policies.
- 36.3 No individual connected with the Student Group can realize any financial gain from the student group's actions or activities.
- 36.4 Since Student Groups are funded by RSU for the benefits of Ryerson students, all efforts should be made to ensure activities be directed towards students and be held on campus unless advance permission is obtained from the Campus Groups Administrator for an off-campus event.
- 36.5 Any allocation greater than \$1,000 must receive approval from the RSU Executive Committee.
- 36.6 All Student Groups are required to have a valid constitution and must submit a copy to the Campus Groups Administrator annually, no later than September 30th of each year, signed by the Student Group's signing officer.
- 36.7 All Student Groups are required to file a valid Executive list with valid student numbers, addresses, telephone numbers of the Executive members, with signatures of signing officers on an annual basis no later than April 1st.
- 36.8 All Student Groups are required to file a membership list annually, no later than September 30th of each year, of at least twenty (20) RSU members indicating names and Ryerson student numbers. RSU may exercise the right to confirm the validity of these numbers.
- 36.9 A RSU student group is not deemed as recognized unless a complete record of its signing officers and executive members has been submitted to the Campus Groups Administrator by May 1st of each year.

- 36.10 All funds, benefits and privileges extended to the student group will be withdrawn until this document has been fully completed and is received by the Campus Group Administrator. If a group's completed list of signing and executive officers is submitted between May 2nd and September 15th, then the group must re-apply to the Student Group Committee with:
- i. A revised constitution signed by its executive officers.
 - ii. A list of 20 members.
 - iii. A list of the proposed activities.
 - iv. A completed executive officers signing list.
- 36.11 Student Groups may not charge levies or membership fees to RSU members.
- 36.12 No one from outside Ryerson community can become a member of any Student Group without paying a membership fee of \$5 per semester. All fees must be given to the Campus Groups Administrator for deposit to the Group's Trust Fund.
- 36.13 The Student Group Committee may ratify the group at that time after with the group will resume receiving all funds, benefits, privileges and its full status.
- 36.14 If a Student group does not hand it its fully completed executive officer signing list by September 15th then that group must re-apply for ratification through the existing policies of recognizing new groups in accordance with RSU by-laws and policies.
- 36.15 All funds, benefits and privileges will be withdrawn until the RSU Board of Directors ratifies the group.
- 36.16 Funds cannot be claimed retroactively from a time period when the group was deemed as not recognized.
- 36.17 Probation will be applied as outlined in the Probation, Termination Policy and procedures.
- 36.18 Restrictions
- i. RSU groups may not proselytize;
 - ii. Groups may not be affiliated with any Provincial or Federal politics.

Student Group Probation Policy

ADOPTED: June 16, 2004

AMENDED: N/A

Scope

37.1 This Policy applies to all RSU Student Groups.

Preamble

37.2 A Student group may be put on probation if the Student group Committee has reasonable evidence that the student group has violated one or more policies.

Protocol

37.3 Notification

- i. The group will be notified of this action via email, letter in their student group mailbox and telephone requesting the group's attendance at next scheduled Student group Committee meeting at which time evidence will be presented;
- ii. This notice will be delivered no less than five business days prior to the meeting;
- iii. The written notice will outline the policies that have been allegedly violated.

37.4 Meeting

- i. The Student Group executives will have the opportunity to defend their student group and their executive status at the meeting.
- ii. The Student Group Committee will decide on the student group status immediately following the probationary meeting to be determined by majority vote. The Student group and Student Groups Commissioner will issue a written statement of the committee's decision outlining the terms of probation no more than two business days following the meeting. This letter will be delivered via email and through their student group mailbox. It is the responsibility of the Student group to access this letter.
- iii. The Student group Committee will decide the terms of the probation including:
 - a. Length
 - b. Budgetary Restrictions

- c. The withdrawal of the privilege of applying for grants
 - d. Limitations on events including the opportunity to host off-campus events
- iv. Failure of the Student group to send one or more of their executives to this meeting will result in automatic probation that will include all of the above penalties.
- v. The student group may not appeal the decision of the Committee.

37.5 Appeal of Probation

- i. Probation may only be lifted upon a meeting to take place not less than five business days prior to end of the designated probationary term.
- ii. Notification of this meeting will be delivered via email, letter in student group's mailbox and telephone requesting the Student group's attendance at the next scheduled Student group Committee meeting at which compliance with policies and probation will be assessed. This notice will be delivered no less than five business days prior to the meeting.
- iii. The Student group will have the opportunity to defend their full status at the meeting.
- iv. The Committee will decide by majority vote if the probation is to be lifted, extended or the group dissolved.
- v. Failure of the Student group to send one or more of their executives to this meeting will result in automatic dissolution of the group.

Student Groups & Course Unions – Accessibility Fund

ADOPTED: November 11, 2004

AMENDED: N/A

Scope

38.1 This Policy applies to all RSU Student Groups and Course Unions.

Policy

38.2 Student Groups and Course Unions may apply for funding from the Campus Groups Accessibility Line in the RSU Budget; this funding is made available so that accommodations can be secured in order to ensure the participation of all students, regardless of ability.

Protocol

38.3 In order to access the funding:

- i. Student Group and Course Union representatives must apply, via email to the Internal Coordinator, a minimum of one week in advance of the date on which accommodations are needed.
- ii. Information about resources, if needed, can be made available through the Internal Coordinator.
- iii. Approval of funding will be communicated to the group within 48 hours
- iv. Funding requests from the RSU Budget must be evenly expended throughout each term, therefore half of base funding may be accessed per semester. For example, if a base budget of \$500 is given for the year, only \$250 may be accessed per semester. Any requests outside of given terms must be approved by the Student Group Committee
- v. With approval secured, service providers may invoice the RSU directly or payment can be made in advance with reimbursements made through the Campus Groups Administrator.
- vi. Advertisements for all events should include information about the accessibility of the venue and event as well as any accommodations that are provided. Contact information should be provided to allow members to request accommodations if needed.

Operational Policy #39
Student Union Autonomy

ADOPTED
AMENDED

Preamble

- 39.1 Administrative and government interference in the democratic processes of students' unions are almost always based on political considerations and are a direct attempt to hinder or cease to work of the students' union that may or may not be in direct opposition to the interests of external bodies. As an advocacy organization, it is the right of students' unions to oppose administrative or government policy, educate its members on the detrimental effects of such policies, and mobilize to defeat or repeal it.

General Description

- 39.2 As an incorporated entity separate from Ryerson University, the Ryerson Students Union is accountable only to its membership and exercises full autonomy in all its operations, policies, and electoral processes. Only the membership has the sole authority to order any action of the RSU. The RSU is opposed to any and all interference from external bodies and the solicitation thereof.

Policy

- 39.3 As an incorporated entity separate from Ryerson University, the RSU opposes all attempts by external parties to interference with its autonomy as a separate entity.
- 39.4 The RSU is accountable only to its membership, and accordingly takes direction from them in all manners relating to the policies and operations of the union. The membership has the sole authority to order any action from the RSU and can do so during its annual general meetings, annual general elections or any process outlined in the unions operations policies, constitution and bylaws as appropriate.
- 39.5 The RSU is the sole authority in holding their elected representatives to account through general membership meetings, elections, by-elections, referenda or any other decision-making structure as outlined in the constitution, bylaws and operating policies of the union.
- 39.6 The RSU advocate on behalf of their membership and provide cost-saving services.
- 39.7 The RSU has the right to have membership fees remitted by administrative authorities in a regular and timely fashion without preconditions

39.8 The RSU has the right to hold independent, democratic elections without the oversight or interference of any external body, including but limited to representatives from the University administration, members of parliament, city council, or any public service staff.

39.9 The RSU opposes:

- i. Any and all interference from university administrations or any level of government in RSU operations, policies and practises, or electoral processes;
- ii. The withholding or refusal to remit membership fees to the RSU by the university administration for any reason ;
- iii. Any attempts to change or modify membership criteria, the structure of membership fees, or the processes by which said fees are collected and remitted to the RSU by external bodies such as the municipal, provincial or federal governments or the university administration;
- iv. Any characterization of democratically-run students' unions as 'student governments,' a semantic shift that appeals to the practice of external interference;
- v. Any attempt to solicit external interference in RSU finances, operations, policies or electoral processes.

Operational Policy #40
Used Book Room Policy

ADOPTED: November 29, 2007

AMENDED: August 2010

Scope

- 40.1 The Ryerson Students' Union (the Union) shall provide a Used Book Room for all of its members and the Ryerson Community in order to provide more affordable used text books as well as to provide a forum to help students sell their books in a safe and accessible manner.

Definitions

- 40.2 The Used Book Room is a student owned and operated business and books are sold on behalf of those students who consigned them.

Protocol

- 40.3 **Staff Support**
The Union shall retain a full-time staff member to supervise the Used Book Room and oversee its operations. This staff member shall be employed directly by the Union and will be a member of the bargaining unit of CUPE Local 1281.
- 40.4 **Consignment Sales**
- i. The Union's Used Book Room will be operated on a consignment basis, selling books on our member's behalf;
 - ii. The Union's Used Book Room will not operate on a "cash-for-books" basis;
 - iii. The Union's Used Book Room will offer a minimum discount on used books of 20% and a maximum discount which will be set by the consignor.
- 40.5 **Refunds**
- i. All sales are final and no refunds or credits are available except where the following circumstances apply;
 - ii. An instructor stated an incorrect book or edition on the course syllabus (must be accompanied by a note from the instructor);
 - iii. A student has dropped a course for which the book was required. The book must be returned within two weeks of the original purchase date and must be accompanied by proof of original enrolment and proof of having dropped the course;

- iv. Unreasonable damage or defect in the purchased material (at the Used Book Room Supervisor's discretion);
- v. Refunds will only be considered within the two-week period after the date of purchase;
- vi. Under No circumstances may course reproductions be returned;
- vii. Customers are responsible for ensuring that they are purchasing the correct materials.

40.6 Expiry

- i. Consignors used text books shall remain on the shelves for one (1) year from the time of consignment before expiring;
- ii. Upon expiring, consignors will have a one (1) month grace period to claim their used text books;
- iii. Upon expiry, after the one (1) month grace period (Section 2.7.11), the Used Book Room has the right to sell, donate, and dispose of all expired books on its shelves and is free of all liabilities or financial obligations to reimburse or replace the consignors used text book;
- iv. The depreciating and fluctuating nature of the monetary value of books prevents the RSU from issuing tax credits for books that are donated to the Used Book Room, or have expired and been donated to organisations the union supports.

40.7 Fees and Charges

- i. The Union's Used Book Room shall apply a 25% Commission on all used text books and related material sold in the course of its operation;
- ii. A re-issue charge of 5% or \$5.00, whichever is less, will apply in the cases where a cheque has stale-dated or is lost.

Workplace Violence and Harassment

ADOPTED: April 25, 2005

AMENDED: May 2006

Scope

- 41.1 This policy shall apply to all employees of the students' union including supervisors, managers, full-and part-time staff, temporary and contract employees, and contractors. For the remainder of this policy, the term employee shall constitute all of the above categories of workers in the students' union.

Definitions

41.2 Workplace Violence

The occupational Health and Safety Act defines workplace violence as the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker. It also includes an:

- a. attempt to exercise physical force against a worker in a workplace, that could cause physical injury to the worker; and
- b. statement or behaviour that a worker could reasonably interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker

- 41.3 Through accidental incidents of violence—such as tripping and falling into a co-worker—are not considered to fall under the category of 'workplace violence,' a lack of intent to harm does not necessarily absolve individuals from enacting workplace violence. For example, if there is a physical confrontation between two members (non-workers) in a students' union workspace and an employee is injured in their attempt to intervene and diffuse the situation, this is still considered workplace violence.

- 41.4 The management, executive committee, board of directors and all employees of the students' union should keep such considerations in mind during any discussions, deliberations or actions designed to increase safety and minimize the possibility of violence in the workplace.

41.5 Domestic Violence

- i. Though this happens more frequently outside of the workplace, the Ryerson Students Union encourages any of its employees to come forward with issues about domestic violence, especially if they believe their safety in the workplace will be compromised because of such a situation;
- ii. Any employee who applies for and/or obtains a restraining order or peace bond against their abuser may list their place of employment (The Ryerson Students Union and all facilities under their jurisdiction) as being a protected area.
- iii. The Executive Director should be provided with a copy of the restraining order and all other relevant documents so as to take the necessary precautions to ensure the employee's safety while at work.

41.6 History of Violent Behaviour

If the students' union is aware that an individual or individuals with histories of violent behaviour is frequenting the workplace, harassing staff, or physically/emotionally assaulting employees, every reasonable precaution will be taken to minimize their interaction with staff and a protocol will be put in place to direct employees and management on how to intervene if the individual becomes aggressive.

41.7 Workplace Harassment

- i. The Occupational Health and Safety Act defines workplace harassment as engaging in a course of vexatious comment or conduct against a worker, in a workplace - behaviour that is known or ought reasonably to be known to be unwelcome.
- ii. The comments or conduct typically happen more than once. They could occur over a relatively short period of time (for example, during the course of one day) or over a longer period of time (weeks, months or years).
- iii. Workplace harassment can involve unwelcome words or actions that are known or should be known to be offensive, embarrassing, humiliating or demeaning to a worker or group of workers. It can also include behaviour that intimidates, isolates or even discriminates against the targeted individual(s).

- iv. Workplace harassment often involves repeated words or actions, or a pattern of behaviours, against a worker or group of workers in the workplace that are unwelcome. This may include:
 - a. making remarks, jokes or innuendos that demean, ridicule, intimidate, or offend;
 - b. displaying or circulating offensive pictures of materials in print or electronic form;
 - c. bullying;
 - d. repeated offensive or intimidating phone calls or e-mails; or
 - e. inappropriate sexual touching, advances, suggestions or requests
- v. This definition of workplace harassment is broad enough to include harassment prohibited under Ontario's Human Rights Code, as well as what is often called "psychological harassment" or "personal harassment." This means that harassment can include discrimination based on various social identifies, including, but not limited to: race, religion, socioeconomic status, sex, gender-identity/presentations/expression, sexual orientation, ability, immigration status, marital status, family status, or linguistic ability

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Albanian Students' Association at Ryerson

n/a

albanian@rsuonline.ca

<https://www.facebook.com/pages/Albanian-Student-Association-at-Ryerson-University/254943317877412>

n/a

Albanian Students' Association at Ryerson



Agape Impact

n/a

agape@rsuonline.ca

<https://www.facebook.com/groups/136510783075906/>

n/a

Agape Impact is a campus movement dedicated to helping students discover the life-transforming message of Jesus. Branched from the larger organization Power to Change, our primary focus is to help post-secondary students across Canada experience God's love, forgiveness and inspire them to influence others to become lifelong followers of Jesus.

<http://p2c.com/students/agapeimpact>

<https://www.facebook.com/groups/RyersonAI/>



Ahmadiyya Muslim Students' Association

n/a

amsa@rsuonline.ca

<https://www.facebook.com/AMSARyerson>

n/a

The AMSA (Ahmadiyya Muslim Students' Association) at Ryerson University, is an auxiliary organization of the Worldwide Ahmadiyya Muslim Community, Muslims who believe in the long-awaited Messiah, Hadhrat Mirza Ghulam Ahmad (as). The focus of this group is to spread the true peaceful message of Islam, and dispel any misconceptions.

<https://www.twitter.com/AMSARyerson>



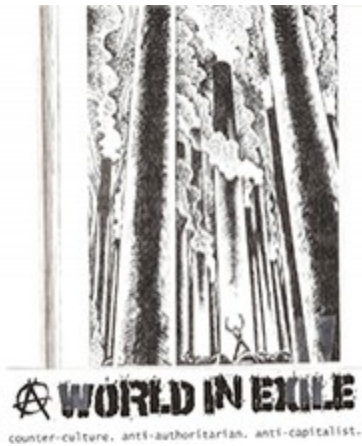
African Students' Association

n/a

african@rsuonline.ca

<https://www.facebook.com/RyeASA>

n/a



A World in Exile

n/a

worldinexile@rsuonline.ca

Exile@riseup.net

n/a

The objective of the organization is to promote student involvement in alternative arts, theory and culture at Ryerson. This will be accomplished through adherence to a prefigurative politics that stresses diversity, anti-oppression and direct democracy

<http://a-world-in-exile.tumblr.com/>

<https://www.facebook.com/WorldInExile>



Afghan Students' Association

N/A

ejaz.aman@ryerson.ca

<http://stw.ryerson.ca/~afghan>

N/A



Armenian Students' Association

SCC-B19

armenian@rsuonline.ca

<http://stw.ryerson.ca/~asar>

416.979.5000 x 2393

Armenian Students' Association



Assyrian Chaldean Syriac Student Union at

Ryerson University

n/a

assyrian@rsuonline.ca

www.acssu.ca

n/a



Association of Ryerson Role-Players &

Gamers (ARRG)

SCC-B27

arrg@rsuonline.ca

<https://www.facebook.com/groups/ARRGamers/>

416.979.5000 x 2397

Association of Ryerson Role-Players & Gamers (ARRG)



Bangladesh Students' Association

SCC-B15

bangladeshi@rsuonline.ca

<https://www.facebook.com/groups/2405721924/>

416.979.5000 x 2390

Bangladesh Students' Association

BSAR was formed in 2003 with a mission to educate Bengali youths and the overall Ryerson community about the Bengali culture through various events hosted throughout the year. BSAR was established to setup a support structure for Bengali students both new in Canada and new to Ryerson, through networking with fellow students, senior students and alumni.

<https://twitter.com/BSARyerson>

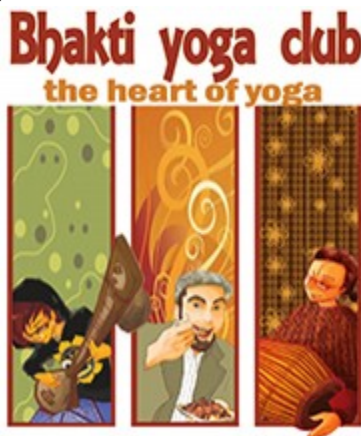
Barrel of Monkeys Improv Team

n/a

barrelofmonkeys@rsuonline.ca

n/a

n/a



Bhakti Yoga Club

n/a

bhaktiyoga@rsuonline.ca

<https://www.facebook.com/pages/Bhakti-yoga-club-ryerson/270999929642512>

n/a

Bulgarian Students' Association

n/a

bulgarian@rsuonline.ca

n/a

n/a



**CARIBBEAN STUDENTS
ASSOCIATION**

Caribbean Students' Association

SCC-B11

caribbean@rsuonline.ca

<https://www.facebook.com/CaribbeanStudentsAtRyerson>

416.979.5000 x 2418



**RYERSON
CATHOLICS**

Catholic Students' Association

n/a

catholics@rsuonline.ca

<https://www.facebook.com/RyersonCatholics>

n/a



Chess Club

SCC-B27

chess@rsuonline.ca

n/a

416-979-5000 x 2418



Chinese Christian Fellowship at Ryerson

N/A

chinesechristian@rsuonline.ca

www.ryersonccf.tumblr.com

647-705-3434

We believe that our God is an **awesome** God, and we believe in Jesus Christ, our Lord and Saviour. We follow Jesus' teachings and we love to learn more about Him and His love, while meeting new friends on campus.

Facebook <https://www.facebook.com/RyersonCCF>

Twitter: Ryersonccf



RYERSON UNIVERSITY
CHINESE STUDENTS' ASSOCIATION
懷雅遜大學 中國同學會

Chinese Students Association

SCC-B16

chinese@rsuonline.ca

ryersoncsa.ca

416-979-5000 x 2414



Coptic Orthodox Students' Association

n/a

copticorthodox@rsuonline.ca

<https://www.facebook.com/groups/34433353871/>

Peter Morcos (416-648-4349)

The Coptic Orthodox Students' Association has been formed in order to unite the Coptic Christians on campus and encourage them to grow closer to God through their Orthodox Christian faith. The club will endeavor to serve the undergraduate students of Ryerson University as well as members of the Toronto community through various organized activities run by COSA.

Ephesians 4:1-3 "I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called, with all lowliness and meekness, with longsuffering, forbearing one another in love; Endeavoring to keep the unity of the Spirit in the bond of peace."



East African Students' Association

SCC-B19

east@rsuonline.ca

<https://www.facebook.com/ryersoneasa?fref=ts>

416.979.5000x2393

Our goal is to unite and build a community of East African students at Ryerson University. We want to provide a place for East African students to engage in the aspects of their cultural backgrounds and share their experiences with one another—to network and build lasting relationships going forward



Egyptian Students' Association

SCC-B14

egypt@rsuonline.ca

<https://www.facebook.com/RESA.Egypt.Canada>

n/a



Fanatics Domain

n/a

fandom@rsuonline.ca

<https://www.facebook.com/groups/FanaticsDomainRyerson/>

n/a

Fanatics Domain is an all-encompassing fan group for a variety of media. From books to TV shows to comics. From Star Trek to Game of Thrones to Disney. We are a group of people who want to get together and get way too excited about fictional characters. Our motto is; if you like it, someone else will too!

Email: fandom@ryerson.ca



Filipino Canadian Association at Ryerson

SCC-B12

filipino@rsuonline.ca

<https://www.facebook.com/groups/2202515763/>

416.979.5000 x 2412



Game Makers Union

SCC-B29

gamemakers@rsuonline.ca

<http://gmunion.ca>

416.979.5000 x 2399

The Game Maker's Union (GMU) is Ryerson University's game development club. Our goals are to make games, teach people various programming and design related skills, and creating an inclusive and supportive game development community at Ryerson. No prior experience is required. If you're passionate about making games, join us!

Facebook: <https://www.facebook.com/groups/GameMakersUnion/>



Gaming & Multi-Player E-Sports of Ryerson

n/a

gamer@rsuonline.ca

ryersonesports.ca

n/a

<https://www.facebook.com/GAMERyerson>



Hellenic Students' Association

SCC-B23

hellenic@rsuonline.ca

rhsa.wordpress.com

416.979.5000 x 2416

stw.ryerson.ca/~rhsa

Email: ryersonhellenicsa@gmail.com

FB: <https://www.facebook.com/RyersonHSA>

Twitter: <https://twitter.com/HSARyerson>

Instagram: https://instagram.com/hsa_ryerson/



Hillel @ Ryerson

SCC-B22

hillel@rsuonline.ca

www.hilleltoronto.org

416.979.5000 x 2394

Hillel @ Ryerson

<https://www.facebook.com/HillelRyerson/info>



Indian Students' Association

n/a

indian@rsuonline.ca

<https://www.facebook.com/Ryerson.Indian>

n/a



Inter-Varsity Christian Fellowship

SCC-B25

ivcf@rsuonline.ca

<http://ryersonivcf.com/>

416.979.5000 x 2413

IVCF is a Christian group that is a creative, diverse, and fun community of students at Ryerson. As a group, we aim to build meaningful friendships with each other, grow deeper in our faith, work for the good of our campus and in our community and pursue God together.

ivcf.ryerson@gmail.com



Iranian Students' Association

SCC-B09

iranian@rsuonline.ca

www.isaru.org

n/a



Iraqi Society of Ryerson

n/a

iraqi@rsuonline.ca

<https://www.facebook.com/pages/The-Iraqi-Student-Society-of-Ryerson/113475585421066>

n/a

Ismaili Muslim Students' Association

SCC-B21

ismaili@rsuonline.ca

[n/a](#)

416.979.5000 x 2410



Journalists for Human Rights

n/a

journalistsforhumanrights@rsuonline.ca

<https://jhrryerson.wordpress.com>

n/a

Contact Email: jhrryerson@gmail.com.

Korean Students' Association

n/a

korean@rsuonline.ca

[n/a](#)

n/a



Love Your Neighbour

N/A

loveyourneighbour@rsuonline.ca

<http://www.lynvolunteer.org/ryerson-university/>

N/A

Love Your Neighbour club is to help students to share their love to others and create a strong caring attitude in Toronto. This club offers volunteering opportunities and provides opportunities for students to go on missions to help out in developing countries.

<https://www.facebook.com/groups/loveyourneighbour/>

[Love Your Neighbour \(@loveyourn\)](#) | [Twitter](#)

[lyntoronto on Instagram](#)



Magic Association at Ryerson

n/a

magic@rsuonline.ca

stw.ryerson.ca/~illusion

n/a

Mandarin Chinese Christian Fellowship

n/a

mccf@rsuonline.ca

n/a

n/a



Mandarin Chinese Students' & Scholars'

Association

n/a

mandarin@ryerson.ca

www.rucssa.ca

n/a

The purpose of our association is enhancement of understanding, friendship, communication among Chinese students and scholars in Canada. Our mission is building a positive and healthy image of our motherland with expression of Chinese culture, literature, and history.

Facebook: <https://www.facebook.com/RUCSSA>



Mauritian Society

n/a

mauritian@rsuonline.ca

<https://www.facebook.com/groups/RyersonMauritianSociety/>

n/a

The RMS is a group for students that are either from Mauritius, or just curious/interested in the country and its culture. Our objectives are to primarily promote an understanding of the Mauritian community and culture and act as a peer supporter for new Mauritian International Students.



Model United Nations

n/a

modelun@rsuonline.ca

www.ryemun.ca

n/a

Do you like debate? Do you want to improve your public speaking skills? What about cross-university conferences? We offer you a friendly environment to exercise your political passion! We give students the opportunity to take on the role of a delegate to the UN and international issues.

www.facebook.com/RyersonModelUN

twitter.com/RyeMUN

[instagram.com/ryersonmun](https://www.instagram.com/ryersonmun)



Musicians@Ryerson

SCC-B13

musicians@rsuonline.ca

stw.ryerson.ca/~music

416.979.5000 x 2389

Musicians@Ryerson is Ryerson's unofficial music faculty, open to musicians and music lovers alike. Whether you're an instrumentalists, vocalist, or even a dj, there is a Musicians@Ryerson event tailored to you. Our goals are to create a network of all musicians on campus to meet, form bands, and discuss anything music-related. We provide opportunities for performing on campus, either informally in open jams or in formal performances, and give Ryerson musicians a chance to learn and grow musically (for instance, in workshops run by experts in the field). Musicians@Ryerson runs 2-3 events a week, including weekly open mics at the Ram in the Rye.

Victor Copetti

Musicians@Ryerson President

Facebook: facebook.com/groups/ryemusicians

Twitter: @RyeMusicians

Instagram: RyeMusicians

Soundcloud: soundcloud.com/musicians-ryerson



Muslim Students' Association

SCC - B30

muslim@rsuonline.ca

www.ryersonmsa.com/

416.979.5000 x 2409

Our goal is to build a community that is an integral part of the student movement and the Canadian society at large while preserving our unique Islamic identity.

Email: rmsa.communications@gmail.com
Facebook: www.facebook.com/RyersonMSA
Instagram: www.instagram.com/ryerson_msa

Twitter: <https://twitter.com/RyersonMSA>

Snapchat: @Rye_msa



Pakistani Students' Association

SCC-B18

ryepsa@gmail.com

<https://www.facebook.com/RyersonPSA>

416.979.5000 x 2392

CONTACT EMAIL: ryepsa@gmail.com



SMASH - Students for Mental Awareness

Support & Health

n/a

smash@rsuonline.ca

<https://ryersonsmash.wordpress.com/>

n/a

To bring together students that will help support one another, build each other's understanding of mental health issues, help to create initiatives on campus, create an environment that is non-judgmental and open-minded while also learning how to manage strong emotions, stressors, etc.
Instagram - #RyersonSMASH



Polish Students' Association

n/a

polish@rsuonline.ca

<https://www.facebook.com/groups/pssryerson/>

n/a



Ryerson

Power to Change

n/a

power2change@rsuonline.ca

<http://p2c.com/students/campus/ryerson-university>

n/a



PreMedical Society

n/a

premed@rsuonline.ca

www.rupremed.ca

n/a

We are a group of Ryerson students with the goal of entering a medically related field such as medicine, dentistry, pharmacy and optometry. We want to promote Ryerson's growing strength in the medical sciences. We aim to provide you with the resources and information to make the best informed decision about a career in a medically related field.

Facebook- <https://www.facebook.com/groups/RUpremed/>

Twitter- @RyersonPreMed

Instagram- RUpremed



Punjabi Association at Ryerson

n/a

punjabi@rsuonline.ca

<https://www.facebook.com/RyersonPunjabiAssociation>

n/a

RPA is a student group dedicated to representing the Punjabi students across the Ryerson campus. By holding various events throughout the academic year, the club aims to introduce and promote the values associated with the culture. The group welcomes all backgrounds, religions and cultures, and is open to all students.

Twitter: @ryerson_pa

Instagram: @ryersonpunjabis

email: ryersonpa@gmail.com



RUanime

SCC-B25

ruanime@rsuonline.ca

<https://www.facebook.com/RyersonAnime>

416.979.5000 x 2413

This is a club at Ryerson University dedicated to all Ryerson students who love anime, manga, cosplay ... basically any animation fandom sub-genres. We're trying to resurrect Ryerson's Anime Society so that it can flourish and thrive once again on campus! Come join us for events and activities!

Twitter - @ruanime

Instagram - @rye.chan



RyeSERT

N/A

ryesert@rsuonline.ca

RyeSERT.com

(416) 979-5000 x6627

Ryerson Student Emergency Response Team

RyeSERT is a volunteer based student group that provides on-site medical coverage at Ryerson events and in all Ryerson residences. We are students with backgrounds as firefighters, paramedics, first responders, lifeguards, and those just interested in serving the Ryerson community with a genuine desire to help others.

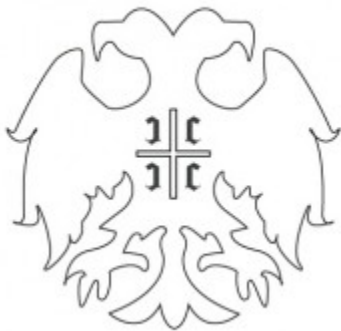
Ryerson Passport: <https://passport.ryerson.ca/organization/ryesert>

Facebook: <http://facebook.com/RyeSERT>

Twitter: <https://twitter.com/RyeSERT>

Email: info@ryesert.com

SERBIAN SOCIETY OF RYERSON



Serbian Society of Ryerson

n/a

studentgroup@rsuonline.ca

n/a

n/a

The Serbian Society of Ryerson plans to advance the particular interests of Serbians and/or Canadians fascinated by Serbian culture and to promote an understanding of Serbian customs to the Ryerson student community

email: ryeserbs@ryerson.ca

facebook: <https://www.facebook.com/RyersonSerbs?fref=ts>

RYERSON SSA



Sikh Students Association

SCC-B24

sikh@rsuonline.ca

<https://www.facebook.com/pages/Sikhs-Students-Association-Ryerson/145442672258148>

416.979.5000 x 2395

Socialist Fightback Club

N/A

socialist@rsuonline.ca

N/A

N/A



South Asian Alliance

SCC-B26

ryersonsaa@rsuonline.ca

<https://www.facebook.com/RyersonSAA>

416.979.5000 x 2396



Sri Lankan Student Alliance (RUSLSA)

N/A

srilankan@rsuonline.ca

<https://www.facebook.com/slsa.ryerson>

N/A

Our mission is to foster friendship, goodwill, peace and unity among Sri Lankan students at Ryerson. We welcome newly arrived Sri Lankan students through a mentoring process in order to make it an exciting experience. We raise funds through events to help charities in our community and in Sri Lanka.

instagram - @ru_slsa



Stop Impaired Driving Student Association

N/A

sidsa@rsuonline.ca

<https://www.facebook.com/sidsa.ryerson>

N/A

We're a student group embarking on the mission of raising awareness about the dangers of driving under the influence of drugs & alcohol. Impaired driving is an issue which can affect anyone of us at any moment. Many young people drive and many young people drink, making this message critically important.

Twitter: @RU_SIDSA (twitter.com/RU_SIDSA)

Instagram: @RU_SIDSA ([instagram.com/RU_SIDSA](https://www.instagram.com/RU_SIDSA))



Students for a Free Tibet

SCC-B24

freetibet@rsuonline.ca

<https://www.facebook.com/sftryerson>

416.979.5000 x 2395

Students for a Free Tibet is a global grassroots organization advocating for Tibetans living in Tibet and taking action to help regain their freedom. This chapter at Ryerson was founded in 2010, and is run by Ryerson students. We work to increase awareness of the situation in Tibet through educational workshops and various other events on & off campus. We recognize the importance and power youths hold, and so our group aims to foster youth engagement and empowerment. SFT Ryerson was nominated for the Best New Student Group in 2012



Students for Justice Palestine

SCC-B17

sjp@rsuonline.ca

<https://www.facebook.com/sjp.ryerson>

416.979.5000 x 2391

our twitter: @SJP_Ryerson

our instagram: @SJP_Ryerson

Email: sjp.ryerson@gmail.com



Students Supporting Israel (SSI)

N/A

ssi@rsuonline.ca

<http://www.ssimovement.org/>

N/A

SSI is committed to provide students with the opportunity to support the position of Israel in the Middle East, discuss fair media coverage of the area, and familiarize students with current events and Israeli culture. SSI's activities will address Israel's fundamental right to exist within secure and recognized borders.

facebook - <https://www.facebook.com/RyersonIsrael>



Tamil Students' Association

tamil@rsuonline.ca

ryetsa.com

416.979.5000 x 2415

Tamil Students Association @ Ryerson University is a student group comprised and maintained by students for the purposes of uniting Ryerson's Tamil student body. We are a non-profit group, operating solely to promote the culture and identity of the Tamil Student body at Ryerson University. Our commitment is to represent the Tamil student body at Ryerson positively through various cultural and social activities. These activities and events serves as place for students to interact and create a platform to establish a strong Tamil Community at Ryerson University.

facebook - www.facebook.com/RyeTSA

twitter - @ryersontsa

Instagram - @ryetsa



Thaqaalayn Muslim Association

N/A

thaqalayan@rsuonline.ca

<https://www.facebook.com/TMARyerson>

N/A

The Thaqaalayn Muslim Association is a non-affiliated Muslim student association at Ryerson University. Among our objectives is to advance the interests of the group by educating RSU members on Islamic values and culture through the teachings of the Thaqaalayn.

<https://twitter.com/TMARyerson>



Ukrainian Students' Club at Ryerson

N/A

ukranian@rsuonline.ca

<https://sites.google.com/site/uscryerson/>

N/A

The Ukrainian Students' Club at Ryerson promotes the values & traditions of Ukrainian-Canadians. The club is an active forum for its members to connect and build relationships with one another, other clubs, other Ukrainian Student Clubs, and our affiliated organizations (SUSK, UCPBA) through various social, athletic, educational, political and charitable initiatives.

Facebook - <https://www.facebook.com/USCRyerson>

Twitter - @USC_Ryerson - https://twitter.com/USC_Ryerson

Email: usc@ryerson.ca



United Black Students at Ryerson

SCC-B10

ubsr@rsuonline.ca

N/A

416.979.5000 x 2419



Urban Hip Hop Union

N/A

uhhu@rsuonline.ca

urbanhiphopunion.com

N/A

The Urban Hip-Hop Union (UHHU) is a student collective that aims to build a community on the foundation of the hip-hop culture and an outlet to empower students who want to bring hip-hop to Ryerson University.

Twitter - @UHHURyerson

Instagram - @UhhurYerson

Facebook - www.facebook.com/urbanhiphopunion



Vegetarian Education Group

N/A

vegetarian@rsuonline.ca

<https://www.facebook.com/pages/Vegetarian-Education-Group-Ryerson/608309695854916>

N/A

Vegans and veg curious students have a supportive environment free from criticism; where they can drop their constant defence on why they wish to live cruelty free. Students are given the tools and education for reducing their ecological footprint. VEG provides evidence that connects climate change, environmental damage, human disease and animal suffering to the consumption of animal products. We promote health and harmony within ourselves as well as the planet. Go Veggies!!

Twitter: @ryersonveg

Instagram: ryersonveg



Vietnamese Students' Association

SCC-B12

vietnamese@rsuonline.ca

N/A

416.979.5000 x 2412



Youth with a Mission

N/A

ywam@rsuonline.ca

<https://www.facebook.com/groups/115671045178417/>

N/A

YWAM - Grace is christian group for Korean students in Ryerson University and George Brown College. We have regular weekly campus worship and train for the summer mission trip.



RyeFLIX

N/A

ryeflix@rsuonline.ca

<https://www.facebook.com/ryeflix>

N/A

Ryeflix is a movie club where all are welcome. We screen movies from various genres and hold movie-themed parties. We also want to use the medium of film to bring up relevant topics and create a safe space for a diverse group of people to learn and be entertained.

<https://twitter.com/RyeFlix>



Indigenous Students Association (ISA)

N/A

indigenous@rsuonline.ca

<https://www.facebook.com/ISAatRU>

N/A

"The Indigenous Students Association is a student group on Ryerson campus designated to creating a professional and socially diverse community within Ryerson to support Indigenous students. Our vision is to build, amplify and maintain Indigenous voices on campus while aiming to support students to get involved in Ryerson student life."

Twitter - [@ISAatRyersonU](https://twitter.com/ISAatRyersonU)

Facebook: <https://www.facebook.com/pages/Indigenous-Student-Association-of-Ryerson-University/290844974401435>

Chinese Debate Association

N/A

chinesedebate@rsuonline.ca

<http://cdaryerson.wix.com/cdar#!contact/c24vq>

647-200-9600

懷雅遜大學中文辯論學會(CDAR)為安省大專中文辯論聯盟(OCDA)的參與院校

乃一非牟利學生組織,其宗旨包括:

- 1.於加拿大這個多元文化社會宣揚中國文化;
- 2.提高華裔學生的分析與溝通能力;
- 3.促進安省大專之間以至與香港大專之間的學術交流.

中文辯論有助會員:

- 1.提高表達及組織能力
- 2.擴闊社交圈和人際網絡
- 3.增加自信
- 4.訓練公開演講技巧

懷雅遜大學中文辯論學會(CDAR)在校外比賽中成績優異,連續六年進級四強及獲得多個獎項。在校內會員關係融洽,互相幫助提升技巧,亦在良好的氣氛下建立友好關係,點綴大學生活並留下美好回憶。

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Facebook: <https://www.facebook.com/ryerson.cdar>
cdar2013@yahoo.ca



Creative Writing Club

N/A

creativewriting@rsuonline.ca

<https://www.facebook.com/groups/rucwc/>

N/A

The RU Creative Writing Club, is Ryerson's newest student club. It is a safe space for all writers and lovers of literature regardless of year or program. We welcome all creative energies or minds, and look forward to getting started!

rucwc@ryerson.ca



Malayalee Association of Ryerson Students

malayalee@rsuonline.ca

<https://www.facebook.com/MalayaleeAssociationofRyersonStudents/timeline>

MARS is a South Indian organization that celebrates Keralite culture. Our events are all-inclusive, and is an opportunity to network and enjoy FREE FOOD!

mars@ryerson.ca



Mature Student Association

mature@rsuonline.ca

www.facebook.com/MatSARyerson

The Mature Student Association (MatSA) is a student-run organization focused on promoting social networking, support, resources and community interactions across all full-time and part-time students at Ryerson University.

We plan and host events in a collaborative environment open to suggestions. Our events are educational, career focused and social. We will also be having fundraising events and various workshops

tailored to decreasing stress levels and increasing wellness. Think of us as a community you can count on; a home away from home.

Please email: mature@ryerson.ca to sign up.

Instagram: www.instagram.com/MatSARyerson



Middle Eastern Students' Association

middleeastern@rsuonline.ca

<https://www.facebook.com/MESARyerson/timeline>

MESA is a student run not-for-profit organization, comprised of progressive and enthusiastic volunteers; motivated by the idea of creating positive changes within their community. MESA strongly believes that the unity of the Middle Eastern community is crucial to our development and growth in Canada.

The Middle Eastern Student's Association at Ryerson University provides students with the

opportunity to express their love for their culture- both Middle Eastern and Canadian- and work towards maintaining a harmonious environment. Through the execution of a variety of exemplary events, our dedicated team aims to achieve these goals for our students, while also honouring our responsibility to our community. MESA takes seriously the betterment of its community, and for this reason believes wholeheartedly that our success is a testament of our community's collective success.

Become a part of our growing movement. Help us achieve unity, develop our community and have fun in the process!

<https://twitter.com/MESARyerson>
mesa@ryerson.ca



Organization of Latin American Students

(O.L.A.S.)

.
olas@rsuonline.ca
<https://www.facebook.com/OLASRYERSON/timeline>

.
The Organization of Latin American Students @RyersonU is a student group devoted to sharing the rich heritage and culture of Latin America.
Twitter: @OLAS_Ryerson
olas@ryerson.ca



Poetic Exchange

.
poetic@rsuonline.ca
<https://thepoeticexchange.wordpress.com/tag/ryerson/>

For too long poetry and spoken arts went unrecognized at Ryerson University. That is, until Poetic Exchange formed in early 2014. This student group is focused on fostering a community of artists that appreciate poetry, spoken word, and rap. Poetic Exchange holds biweekly cyphers and monthly workshops that are open to all members of the Ryerson community.

Facebook: <https://www.facebook.com/PoeticExchange>
poeticexchange@gmail.com



Poker Club

pokerclub@rsuonline.ca
<https://www.facebook.com/RyersonPokerClub>

Welcome to the official Ryerson Poker Club facebook page! On this page you will receive updates about poker nights and special events.

The cover for our tournaments will be \$5 for RSU members and \$10 for non RSU members, the games will be sit and go style. Also there will be no traditional buy-in or "pot" per say, as per Ryerson Policy. A cover will be charged at the door for each event and each player will be given a ticket they can redeem for chips, as long as a player has chips they can remain in the game. Winners of each tournament will receive their prize in the form of a prepaid cards.

We look forward to your presence at our events and poker faces at the table!!

Twitter: @RyersonPoker

poker@ryerson.ca



Rhythm Gaming Club

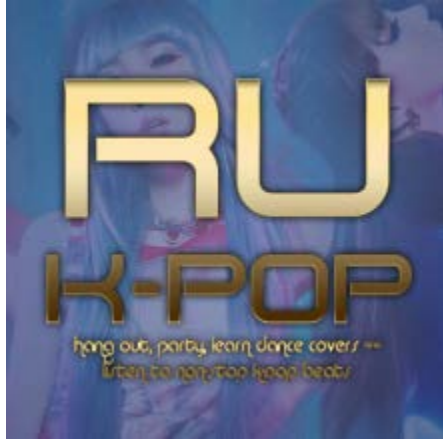
Rhythm gaming@rsuonline.ca
<https://www.facebook.com/groups/RyersonRhythmGameClub/>

This is a group for anybody interested in rhythm games to discuss, share, and meet with other rhythm gamers!

We hold events where members can try out many different rhythm games and participate in game related events and competitions.

<https://twitter.com/RyeRhythmClub>

RyersonRhythmGameClub@gmail.com



RU K-Pop

rukpop@rsuonline.ca

<http://rukpop.weebly.com/>

RU K-POP is a community for Ryerson K-pop fans to hang out, dance, sing, share, and express their love for K-pop, as well as learn about Korean pop culture.

Facebook: <https://www.facebook.com/areyoukpop/timeline>

Instagram: http://instagram.com/ru_kpop



Indonesian Students' Association

N/A

indonesian@rsuonline.ca

www.facebook.com/isaryerson

N/A

Twitter: @ryeindonesian

email: indonesian.ryerson@gmail.com



Dutch Students' Society

N/A

Dutch@ryerson.ca

N/A

N/A

Like cheese, soccer and the colour orange? Then the Dutch Students' Society is the society for you. The DSS is the first ever Dutch student group on campus and was formed in 2013. Anyone is welcome to join us for fun events centred around Dutch culture. Tot ziens! See you soon!

Contact : erin.hesselink@ryerson.ca

Facebook: <https://www.facebook.com/groups/737287492969270/>



Innovative Cooking Club at Ryerson

campusgroups@rsuonline.ca

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Facebook: <https://www.facebook.com/pages/Innovative-Cooking-Club-at-Ryerson/708979969214774?fref=ts>

Instagram: <https://instagram.com/innovativecookingatryerson/>

Email: innovativecooking.ryerson@gmail.com



LifeLine

n/a

info@lifelineministries.ca

lifelineministries.ca

n/a

Twitter: @LifeLine_RU

Instagram: lifelineru

Facebook: <https://www.facebook.com/LifeLineRyerson>

Pre-Law Association

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prelaw@ryerson.ca

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S. W. A. T (Songwriters Advocating Teamwork)

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Ryeswat@gmail.com

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Facebook : Ryeswat

Twitter : Ryeswat

Instagram : Ryeswat

The logo is attached.

Student Group Policies

- 2.1 The student group's actions must not be contrary to the Ontario Human Rights Code, RSU or the University's policies.
- 2.2 No individual connected with the student group can realize any financial gain from the student group's actions or activities.
- 2.3 Since student groups are funded by RSU for the benefits of Ryerson students, all efforts should be made to ensure activities be directed towards students and be held on campus unless advance permission is obtained from the Campus Groups Administrator for an off-campus event. All off-campus events involving elevated physical activity must be run in accordance with Student Event Risk Guidelines. Student Event Risk Assessment forms must be completed two weeks prior to event and submitted to the Student Programs office.
- 2.4 Any budget allocation greater than \$1,000 must receive approval from the RSU Executive Committee.
- 2.5 All student groups are required to have a valid constitution and must submit a copy to the Campus Groups Administrator annually, no later than September 30 of each year, signed by at least one of the student group's signing officers.
- 2.6 All Student Groups are required to file a valid executive list with valid student numbers, addresses, emails and telephone numbers of the executive members and with signatures of signing officers on an annual basis, no later than April 1.
- 2.7 All student groups are required to file a membership list annually – no later than September 30 of each year – of at least twenty (20) RSU members indicating their names, email, signatures and Ryerson student numbers. RSU may exercise the right to confirm the validity of these student numbers.
- 2.7.1 **Student Group Status**
A RSU student group is not deemed as recognized unless a complete record of its signing officers and executive officers has been submitted to the Campus Groups Administrator by April 1 of each year.

No funding or other benefits may be received by the group until such time as the signing and executive officers list is received by the Campus Groups Administrator.

All funds, benefits and privileges extended to the student group will be withdrawn until this document has been fully completed and received by the Campus Group Administrator.

If a student group's completed list of signing and executive officers is submitted after April 1 but before September 15, the student group must re-apply to the Student Groups Committee with:

1. A revised constitution signed by its executive officers
2. A list of twenty (20) members with signatures and student numbers
3. A list of proposed activities
4. A completed executive officers signing list.

The Student Groups Committee may reconfirm full status upon the applicant group at that time after which point the student group will resume receiving all funds, benefits and privileges.

If a student group does not hand in its fully completed executive officer signing list to the Campus Groups Administrator by September 15, then that student group must re-apply for ratification through the existing policies of recognizing new student groups in accordance with RSU by-laws and policies.

All funds, benefits and privileges will be withdrawn until the RSU Board of Directors ratifies the student group.

Funds cannot be claimed retroactively from a time period when the student group was deemed as not recognized.

- 2.8 Only RSU members may hold Executive positions with any student group.
 - 2.8.1 Only RSU members may have voting privileges within the student group.
- 2.9 Student groups may not charge levies or membership fees to RSU members.
- 2.10 No one from outside the Ryerson community can become a member of any student group without paying a membership of \$5.00 per semester. All fees must be given to the Campus Groups Administrator for deposit to the group's Trust Fund.
- 2.11 All student groups are expected to undertake projects and programs to benefit their members and the Ryerson community. For that reason, each student group must undertake the operation of an information table during days that have been designated by RSU for cultural awareness or membership drives.

- 2.12 The president or their designate shall attend all quarterly All-Executive Meetings to represent their student group. Absence from two (2) consecutive or more All-Executive Meetings will result in probation. Maximum length of probation is the remainder of the year.
- 2.13 Summer workshop(s) must be attended by a minimum of one (1) executive member or their designate. Non-attendance will result in an automatic freeze on all assets for a time period designated by the Student Groups Committee, with the possible exception of orientation activities. Non attendance will automatically result in a status of probation, the terms of which shall be determined by the Student Groups Committee in a meeting that will occur no later than September 15, and disqualifies a student group from applying for Student Group of the Year.
- 2.14 Probation shall include the withdrawal of RSU funding for off-campus events and no consideration of grant applications for a time period designated by the Student Groups Committee.
 - 2.14.1 Probation will be applied as outlined in the Probation, Termination Policy and Procedures.
- 2.15 RSU groups may not proselytise (i.e: seek to convert).
- 2.16 The Campus Groups Administrator is responsible for providing the student group with a copy of all RSU student group policies. Student group executives are responsible for familiarizing themselves with all policies pertaining to their operations and contained within the annual manual provided by RSU.

RSU Funding Policy

1. Approval of all Grant Applications for funding must be obtained by the Student Groups/Course Unions Committee prior to the event or activity.
2. An official receipt or invoice must be presented to the Campus Groups Administrator with a cheque requisition form signed by two (2) designated signing authorities. The receipt must indicate information regarding the supplier.
3. A Revenue Deposit Form must be completed whenever revenue is realized from an event or activity and be submitted with the corresponding funds to the Campus Groups Administrator for deposit.
4. Each student group/course union has a RSU administered Trust Account. If, it has been determined that an event realized a profit and the monies were not submitted to the Campus Groups Administrator for deposit within one (1) week of the event, all monies remaining in the Trust Account as well as the budget may be frozen for a time period designated by the Student Groups Committee.
5. No student group may hold its own bank account(s). The RSU Trust Account system removes the need to operate bank accounts. If it is discovered that a student group/course union is holding a separate bank account, all assets will be immediately frozen until such time that the account is closed and the balance is transferred by the Campus Groups Administrator to the Trust Account.
6. Under no circumstances will RSU provide student group/course union funding for staff, alumni, faculty events or activities that are not for the benefit of the constituents of the specific course union/student group without prior approval of the Campus Groups Administrator. Such exceptions include student/faculty meetings and alumni speaker events.
7. RSU recognizes the activities of student groups/course unions during the non-academic year. Funding for these activities must be approved by the Campus Groups Administrator and the Vice-President Student Life and Events a minimum of two weeks prior to event and may include such events as community events, inter-university activities, conferences, etc. Grant funding may be applied for by submitting a grant application to the Student Groups/Course Unions Committee well in advance of the activity, with regard to the Committee's availability during this period.
8. No loans will be issued by RSU for any reason or purpose.
9. No grants will be issued for social events or promotional items or goods meant for sale.

Probation, Termination Policy & Procedures

Probation

3. A student group may be put on probation by a majority vote of the Student Groups Committee, should the committee have reasonable evidence that the student group has violated one or more RSU policies.
 - 3.1 The group will be notified of this action via email, letter in their student group mailbox and telephone requesting the group's attendance at the next scheduled Student Groups Committee meeting at which time evidence will be presented.
This notice will be delivered no less than five business days prior to the meeting.
 - 3.2 The written notice will outline the policies that have been allegedly violated.
 - 3.3 The student group will have the opportunity to defend their full status at the meeting.
 - 3.4 The Student Groups Committee will decide on the group's status immediately following the probationary meeting to be determined by majority vote. The Course Unions and Student Groups Commissioner will issue a written statement of the committee's decision outlining the terms of probation no more than two business days following the meeting. This letter will be delivered via email and through their student group mailbox. It is the responsibility of the group to access this letter.

The Student Groups Committee will decide the terms of the probation including:

- Length
- Budgetary restrictions
- The withdrawal of the privilege of applying for grants
- Limitations on events including the opportunity to host off-campus events
- Having the group vacate their office

- 3.4.1 Failure of the group to send one or more of their executives to this meeting will result in automatic probation that will include all of the above penalties.
- 3.5 Probation may only be lifted upon a meeting to take place not less than five business days prior to end of the designated probationary term. Notification of this meeting will be delivered via email, letter in the student group's mailbox and telephone call/message requesting the student

- group's attendance at the next scheduled Student Group Committee meeting at which time compliance with policies and probation will be assessed. This notice will be delivered no less than five business days prior to the meeting.
- 3.6 The student group will have the opportunity to defend their full status at the meeting.
 - 3.7 The committee will decide by majority vote if the probation is to be lifted, extended or the group dissolved.
 - 3.7.1 Failure of the group to send one or more of their executives to this meeting will result in automatic dissolution of the group.
 - 4. No person or persons shall be permitted to hold an executive position on any RSU student group or course union if they have willfully provided false information to the Board of Directors or the officers which represent them, as determined by the Executive Committee. The person or persons in question will be immediately removed from their position as an executive of the student group. Any appeal on this decision must be made to the RSU Board of Directors.

Appeal of Termination

- 3.8 A student group has the right to appeal their termination as decided by the Student Groups Committee by providing a written request of appeal to the RSU Executive Committee. The RSU Executive Committee will meet with the group within 10 business days of their next regularly scheduled meeting and will notify the group of the time and location of this meeting via telephone, email and letter in their student group mailbox.
- 3.9 The Executive Committee will decide on the group's status, to be determined by majority vote, at this meeting and not in the presence of the group. The Vice-President Student Life and Events will issue a written statement of the committee's decision no more than two business days following the meeting. This letter will be delivered via email and through their student group mailbox. It is the responsibility of the group to access this letter.
 - 3.9.1 Failure of the group to send one or more of their executives to this meeting will result in the Student Groups Committee's decision being upheld.
- 3.10 The group may only further appeal to the RSU Board of Directors.

- 3.11 Notice of appeal to the RSU Board of Directors must be delivered by letter by the executive of the group to RSU's Board Secretary no later than 5 business days prior to the next regularly scheduled RSU Board of Directors meeting.
- 3.12 The appeal will be placed on the agenda and the group recognized to speak on behalf of the appeal by the Chair of the Board.
- 3.13 After hearing the appeal, the RSU Board of Directors, by majority vote, may decide:
- to terminate the group
 - to extend the probationary period and decide on applicable sanctions and restrictions
 - to lift all sanctions

The group will be notified by RSU's Board Secretary of the RSU Board's decision via email and letter in their student group mailbox within no less than five business days following to the meeting. It is the responsibility of the group to access this letter.

- 3.13.1 Failure of the group to send one or more of their executives to this meeting will result in automatic termination.

Termination and Dissolution of a Student Group

- 3.14 Once a student group is dissolved any similar group wishing to re-form and carry out the objectives of the dissolved group must re-apply for full group status in accordance with RSU's Criteria for New Groups policy.
- 3.15 No past executives of the dissolved group may hold an executive position on this new group.

RYERSONUNIVERSITY
POLICY OF SENATE

STUDENT CODE OF NON-ACADEMIC CONDUCT

Policy Number:	61
Last Approval Date:	May 6, 2008
Approval Date:	May 3, 2011
Presented by:	Academic Governance and Policy Committee
Responsible Office:	Vice Provost, Students
Implementation Date:	Fall, 2011
Review Date:	Fall, 2014 or sooner at the request of the Vice Provost, Students

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Ryerson students, staff and faculty are responsible for familiarizing themselves with this Code.

B. APPLICATION OF POLICY

1. Peaceful Assemblies and Freedom of Expression

Nothing in this Code shall be construed to prohibit peaceful assemblies and demonstrations, lawful picketing, or to inhibit freedom of expression.

2. On Campus

This Code applies to all conduct which takes place on University land and premises either rented or owned or using University owned or run property or equipment including, but not limited to, telephones, computers and computer networks. Conduct of students who live in residences and which takes place in residence is also governed by the Residence Contract and Community Standards.

3. Off Campus

This Code applies to the conduct of students off campus:

- a. When they have declared publicly that they represent the University;
- b. When they are on a course or participating in an organized class activity;
- c. When they are participating in a Ryerson University event that has been identified as such; or
- d. In exceptional circumstances when the potential consequences of the conduct may adversely affect the complainant's course of learning, teaching or work at the University.

4. Persons Covered by this Code

- a. Currently enrolled students: Special, graduate, undergraduate, exchange, audit and continuing education students enrolled either full-time or part-time in classes, either credit or non-credit, of the University, including collaborative programs and when on placements that are part of their academic program.
- b. Students who are active in a program but not currently enrolled in classes including students who have been assigned a "Required to Withdraw" academic standing.
- c. Former Students: if the person was a Student at the time of the alleged violation of the Code.

If any proceedings under this Code cannot be initiated or completed because a person against whom a complaint has been filed is no longer a Student as defined in this section, the proceeding may continue if the person becomes a Student again.

Penalties levied under such circumstances shall be noted on the person's record and the person shall not be permitted to enroll in any class or classes at the University until such time as the penalty imposed has been fulfilled.

Statement on Freedom of Speech

*In the toil of thinking; in the serenity of books; in the messages of prophets, the songs of poets and the wisdom of interpreters; in discoveries of continents of truth whose margins we may see; we delight in free minds and in their thinking.**

Ryerson embraces unequivocally the free exchange of ideas and the ideal of intellectual engagement within a culture of mutual respect. It is a powerful ideal that encompasses every dimension of the University. Everyone who is part of the University, as well as guests and visitors, has a role to play in this shared enterprise. This responsibility extends to both proponents and detractors of any idea or point of view. Recognizing and respecting diversity of people, thought and expression are essential and an integral part of the ideal.

*In the majesty of the moral order; in the faith that right will triumph; in the courage given us when we ally ourselves to truth in any form; in the privilege of being co-workers in good causes; we celebrate the unseen goals we share and serve.**

In order to achieve and sustain Ryerson's ideal, members of its community must have freedom of thought and expression, freedom from harassment or discrimination and the freedom to consider, inquire, and write or comment about any topic without concern for widely held or prescribed opinions. This right to freedom of thought and expression inevitably includes the right to criticize aspects of society in general and the University itself.

Ryerson does not avoid controversies, difficult ideas, or disagreements over deeply held views. When such disagreements arise within the University or within a broader social context, the University's primary responsibility is to protect free speech within a culture of mutual respect. The right to freedom of speech comes with the responsibility to exercise that right in an atmosphere free of intimidation and in an environment that supports the free speech rights of those with opposing views.

While Ryerson is committed to freedom of thought and the free exchange of ideas, it is also recognized that there are limits to the right of free speech that are recognized in the Charter of Rights and Freedoms. The University may act when speech on campus is used in a way that is itself unlawful or prevents the lawful exercise of free speech by others.

*Let us build a world safe from war and oppression, free and satisfying, one that ultimately furnishes answers for us all.**

**Ryerson Invocation, 1990*

[Statement approved by Senate – May 4, 2010]

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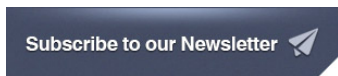
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To provide guidance and support to Student Groups, the Board of Directors, in consultation with the Student Groups Committee, has adopted a series of policies. Click

below to download the latest policies for Student Groups.

Student Groups Policy

To provide guidance and support to Student Groups, the Board of Directors, in consultation with the Student Groups Committee, has adopted a series of policies. Click below to download the latest policies for Student Groups.

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Facilities & Events Policy

Click below to download the policy that governs room bookings and equipment for events.

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Funding Policy

Click below to download the funding policy for Student Groups.

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Advertising Policy

Click below to download the policy that covers guidelines and restrictions for posters, banners, and general promotions of events.

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Ryerson's [Office of Student Community Life](#) oversees risk management procedures at the University. Prior to hosting an event, click below to review information on risk management or visit their website for more information.

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55 Gould Street, Student Centre SCC311, Toronto, ON M5B1E9

Office Hours

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Facilities & Events Policy

Click below to download the policy that governs room bookings and equipment for events.

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Funding Policy

Click below to download the funding policy for Student Groups.

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Advertising Policy

Click below to download the policy that covers guidelines and restrictions for posters, banners, and general promotions of events.

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Risk Management

Ryerson's [Office of Student Community Life](#) oversees risk management procedures at the University. Prior to hosting an event, click below to review information on risk management or visit their website for more information.

[!\[\]\(7d1d6890825e83a6a4a51febe2dcc7f3_img.jpg\) Download](#)

Facilities Booking and Events Policy

Amended June 2010

1. All room bookings must adhere to the room booking procedures as outlined in the specific location's reference sheet.

2. Process

- 2.1 All bookings are granted on a first-come first-serve basis.
- 2.2 All bookings must be made in accordance with the following process:
 - a. One member of the course union's/student group's executive must be appointed as the authorized room booker. This individual's name and contact information must be provided to the Internal Coordinator by no later than September 15
 - b. All space must be booked a minimum of two (2) weeks in advance.
 - c. All bookings must be done in person through the RSU main office at SCC311 with the Internal Coordinator or Front Desk staff.

3. Confirmation

- 3.1 A confirmation permit is required as proof for the room booking and must be brought to the event.

4. Restrictions

- 4.1 Thomas Lounge, Oakham Lounge & SCC115 may be booked when available a maximum of once a week. If another room booking is required one of the smaller rooms may be booked.
- 4.2 Student groups and course unions may book a maximum of two rooms per week when available during September to May.
- 4.3 Only one (1) Ram in the Rye booking can be made each semester.
 - a. Available booking dates for the Fall semester are announced at the Summer Workshops.
 - b. Winter semester dates will be available via email notice in November.

5. Cancellation/no show/relocation

- 5.1 Rooms must be cancelled no later than 48 hours in advance.
 - a. RSU's Internal Coordinator must be informed immediately at info@rsuonline.ca. The room, date and time of booking, and name of the course union/student group must be included in this email. A no-show may result in a penalty.
- 5.2 A Ram in the Rye cancellation requires a minimum of two weeks advance notice via email to RSU's Internal Coordinator immediately at info@rsuonline.ca.
 - a. Cancellations within two weeks, or where a course union/student group fails to execute a planned night without notice, will result in possible suspension of booking access for a period of one full year and staffing costs may be applied against the course union/student group budget/Trust.

6. Audio/Visual Equipment

6.1 Audio Visual equipment must be booked at time of room booking and is only available for Student Centre booking.

6.2 Repairs and damages will be charges to the course union's/student group's trust fund.

7. Food

7.1 Any arrangements that have a cost (e.g., food, beverages, and cash bars) must be approved through the Campus Groups Administrator before the event.

Campus groups cannot make contact with either Ryerson Food Services or the Student Centre catering until speaking with the Campus Groups Administrator first.

8. Prizes, Raffles and Fundraisers

11.1 The following types of fundraisers are not permitted:

- i. Contests that involve alcohol consumption
- ii. Raffles
- iii. 50/50 draws
- iv. Slave auctions
- v. Date auctions
- vi. Anything that contravenes Ryerson's Risk Management Guidelines, Ryerson's Student Code of Conduct or Discrimination & Harassment policies

RSU Funding Policy

Amended June 2010

1. Funding
 - 1.1 All student groups shall be allocated equal amounts of base funding.
 - 1.2 All course unions shall be allocated equal amounts of base funding with additional funding for Orientation which shall be calculated based on a per first year student basis.
2. Budget
 - 2.1 No loans will be issued by the RSU for any reason or purpose.
 - 2.2 Under no circumstances will the RSU provide course union/student group funding for staff, alumni, faculty events or activities that are not for the benefit of the constituents of the specific course union/student group without prior approval of the Campus Groups Administrator. Such exceptions include student/faculty meetings and alumni speaker events.
 - 2.3 RSU recognizes the activities of course unions/student groups during the non-academic year. Funding for activities run during the non-academic year must be approved by the Campus Groups Administrator and the Vice-President Student Life and Events a minimum of two weeks prior to event.
3. Trust Accounts
 - 3.1 No course union/student group may hold its own bank account(s). The RSU Trust Account system removes the need to operate bank accounts. If it is discovered that a student group/course union is holding a separate bank account, all assets will be immediately frozen until such time that the account is closed and the balance is transferred by the Campus Groups Administrator to the Trust Account.
 - 3.2 Each course union/student group has a RSU administered Trust Account. If, it has been determined that an event realized a profit and the monies were not submitted to the Campus Groups Administrator for deposit within one (1) week of the event, all monies remaining in the Trust Account as well as the budget may be frozen for a time period designated by the Course Unions/Student Groups Committee.
 - 3.3 A course union/student group may not hold petty cash in excess of \$50. Petty cash in excess of \$50 will be considered a bank account.
 - 3.4 Trust funds are intended for the benefit of all students. Only up to 25% of funds held in the trust can be designated towards the graduating class. The only exception is for funds raised specifically for graduating activities within that academic year. Otherwise, funds may be withdrawn at the course union's/student group's discretion. The RSU reserves the right to question any withdrawal.
 - 3.5 Monies cannot be issued for gifts or executive honoraria. End-of-the-year executive appreciation may be expressed through an end-of-the year event to a maximum of \$200 or \$40 per person – whichever is lower. This must be taken from the Trust account only. This may not include expenses for alcohol. Food for executive meetings is not eligible for funding.

4. Process

- 4.1 An official receipt or invoice must be presented to the Campus Groups Administrator with a cheque requisition form signed by two (2) designated signing officers. The receipt must indicate information regarding the supplier.
- 4.2 A Revenue Deposit Form must be completed whenever revenue is realized from an event or activity and be submitted with the corresponding funds to the Campus Groups Administrator for deposit.
- 4.3 Expenses will be reimbursed only if submitted within 30 days of dated receipt.
- 4.4 All expenditures must be submitted before April 30 of each year.
- 4.5 Only original receipts with purchase details will be accepted. Photocopies or credit card receipts or ATM slips will not be accepted as proof of purchase.
- 4.6 Expenses for alcohol will not be reimbursed.

5. Grant Applications

- 5.1 Grant funding is not guaranteed and is awarded at the discretion of the student groups/course unions committee and must be applied for at least two weeks prior to the event.
- 5.2 Course unions/student groups may apply for no more than up to \$500 per event/project with no more than \$1000.00 per academic year available.
- 5.3 Groups that fail to attend Campus Groups Day and Campus Caravan are prohibited from applying grant funding for that respective semester when the event was held.
- 5.4 Grant Applications will not be accepted after the event.
- 5.5 Grants are not allowed for social functions or graduations.
- 5.6 There is a limit of \$200 in grant funding towards capital expenses such as computers and equipment.
- 5.7 Only 50% of catering costs, transportation/registration for inter-university events/field trips/conferences may be applied for.
- 5.8 Grants will not be issued for social events or promotional items or goods meant for sale.

Advertising Policy

Amended June 2010

1. Posters

Posters must adhere to all RSU and Ryerson University policies.

Posters must:

Display the name of the sponsoring course union/student group

Display the English translation if in another language

Advertise a specific event

2. Poster approval

2.1 Posters must be approved and stamped by the RSU.

2.2 Posters advertising a licensed event must be stamped by the Campus Groups Administrator

2.3 Posters containing political slogans or religious messages must only be approved by the Campus Groups Administrator, the RSU's President or the Executive Director of Communications & Outreach.

3. Advertising content Restrictions

3.1 The following is not permitted on any advertising or promotional materials:

Images, language or messages that may promote or condone hatred, violence, degradation or negative stereotypes of any person(s) or group(s)

Drink prices and/or specials\

Discriminatory cover pricing is not allowed

Images portraying consumption of alcoholic beverages, or alcohol company logos or branding are not permitted

3.2 Events run by external organizations but supported or sponsored by a RSU course Union/student group must include the sponsoring course union's/student group's name.

3.3 Off-campus or sports events cannot be posted until a Risk Management form is completed and approved by Student Services.

3.4 Non-sponsored external postings for businesses, services or events are not permitted.

4. Ram in the Rye Promotion

4.1 Posters and all related advertising & promotion for the Ram in Rye must include following information:

Ram in the Rye - lower level Student Centre (entrance off Church Street)

The date of the event, and 9:00pm as the start time

This event is open to all Ryerson Students

Government issued photo identification is required

The applicable cover charge

5. Poster Hanging Method

Only masking tape, staples or string may be used for hanging posters or banners.

6. Poster Hanging Restrictions

6.1 Permitted poster areas in the university are limited to bulletin boards.

6.2 Permitted poster areas in the Student Centre are limited to tiled areas & cement pillars.

- 6.3 Postering is not permitted on doors, glass surfaces, stairwells, exterior building walls, elevators and escalators, the Student Centre sign or on the exterior glass of the building.
- 6.3 Only one poster per board/area is allowed
- 6.5 Do not post on top of existing posters under any circumstances.

7. Poster Removal

- 7.1 Organisers are responsible for removing posters and banners after their event.
- 7.2 Posters will be removed if they:
 - cover other posters
 - Do not have the RSU stamp
 - Are hung outside a designated poster area
 - Are discriminatory or found not to be in the best interest of the Ryerson community
 - Are commercial or external advertising
 - Violate the Campus Alcohol Policy or Liquor License Act
 - Are posted on RSU designated boards

8. Banners

- 8.1 Banner may be a maximum of 36" high X constraints of space available may be hung only:
 - Outside Hub, (1) first floor, Jorgenson Hall
 - Outside Alterna Savings (1), south wall of alcove (vending area), Ground Floor, Library
 - East Kerr Hall, above Church St. entrance
 - Second floor bridge between the Learning Resources Centre and Kerr Hall
 - South Kerr Hall, above doors outside Room KHE118-A
 - Rogers Building atrium – must be hung by string only
- 8.2 All banners must receive the proper RSU stamp. The course union or student group hanging the banner is responsible for its removal after the event. Banners, except those designated to hang by string, must be hung with masking tape only

9. Alcohol advertising

- 9.1 Beverage alcohol advertising which promotes an event cannot portray drinking as a solution to personal or academic problems of students or as necessary to social, sexual or academic success
- 9.2 Promotion of alcohol should not encourage any form of alcohol abuse nor should it place emphasis on the quantity or frequency of use
- 9.3 All inclusive pricing for event (i.e., all you can drink) advertising is not allowed
- 9.4 Prices of beverage alcohol are not permitted to be advertised

Re: Help with Constitution

Kevin Arriola <karriola@ryerson.ca>

Tue, Mar 22, 2016 at 7:46 PM

To: Marty Moore <mmoore@jccf.ca>

```
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computer protected by Avast. <br /><a
href="https://www.avast.com/sig-email?utm_medium=email&utm_source=link&utm_campaign=sig-
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```

On Mon, Oct 12, 2015 at 3:24 PM, Kevin Arriola <karriola@ryerson.ca> wrote:

```
> Hello Leatrice,
>
> Its Kevin from Men's Issues Awareness Society at Ryerson. I was just
> wondering if you could look at our constitution and offer any suggestions or
> revisions, so that they are in line with RSU and university policies. I've
> asked some questions at the bottom and I left you a message if you'd like to
> talk to me on the phone. Or we can meet in person. Either way let me know.
> My number is 4166058892.
>
> Take care,
>
> Kevin Arriola
```

Fwd: Men's Issues Awareness Society appeal

1 message

Kevin Arriola <karriola@ryerson.ca>

Tue, Mar 22, 2016 at 1:49 AM

To: Marty Moore <mmoore@jccf.ca>

----- Forwarded message -----

From: Campus Groups Administrator <campusgroups@rsuonline.ca>

Date: Tue, Nov 10, 2015 at 1:13 PM

Subject: Men's Issues Awareness Society appeal

To: Kevin Arriola <karriola@ryerson.ca>

Cc: Vice President Student Life and Events <vp.life@rsuonline.ca>, President <president@rsuonline.ca>

Hello,

Could you please send your appeal to Harman at vp.life@ryerson.ca and copy president@rsuonline.ca and well as me.

Thank you,

Leatrice

From: Kevin Arriola [mailto:karriola@ryerson.ca]

Sent: November-10-15 12:20 AM

To: Campus Groups Administrator

Subject: Re: constitution

Hello Leatrice,

I have so far still not heard any word back from Harman the VP of Student Life and Events. Do you happen to know why this might be? Can we still appeal or...? Thanks for all your help so far.

Kevin

On Thu, Nov 5, 2015 at 6:01 PM, Kevin Arriola <karriola@ryerson.ca> wrote:

Yes thank you he has. I made a mistake in the initial email, I meant the VP of Student Life and Events, Harman, that is who i contacted initially. RSU policy dictates that I contact him, not VP of Operations. That said Obaid did get back to me so its good that at least someone in the RSU knows of my appeal.

On Thu, Nov 5, 2015 at 4:26 PM, Campus Groups Administrator
<campusgroups@rsuonline.ca> wrote:

Please let me know if Obaid has got back to you.

From: Kevin Arriola [mailto:karriola@ryerson.ca]
Sent: November-05-15 1:55 PM

To: Campus Groups Administrator
Subject: Re: constitution

Hello Leatrice,

I am contacting you today because I contacted the VP of Operations about our wish to appeal but he has not written back to us. I just want to make sure that they know before our 10 days are up. Do you know what our next steps are? We have also contacted several equity centre groups about helping us with our constitution, per the suggestion of the RSU, but none have written back yet. If they don't write back then I feel like we have fulfilled our duty to at least reach out to them, and will have to adjust our own constitution according to how we see fit.

Kevin

On Thu, Oct 22, 2015 at 5:40 PM, Campus Groups Administrator
<campusgroups@rsuonline.ca> wrote:

I am not sure if the meeting is open to the public. It's a pretty small board room. We have not received such an inquiry as this before. I will have to ask the executive when I see them

From: Kevin Arriola [mailto:karriola@ryerson.ca]
Sent: October-21-15 6:39 PM

To: Campus Groups Administrator
Subject: Re: constitution

Hello leatrice, was just wondering when and where the meeting will be on Monday. I did an interview today with some students who wanted to know also if the meeting is open to the public. Let me know have a good day.

Kevin

On Monday, October 19, 2015, Kevin Arriola <karriola@ryerson.ca> wrote:

On Fri, Oct 16, 2015 at 4:13 PM, Campus Groups Administrator <campusgroups@rsuonline.ca> wrote:

No, that's it. We will like be able to have the group some before the committee on October 26.

From: Kevin Arriola [mailto:karriola@ryerson.ca]
Sent: October-16-15 2:02 PM

To: Campus Groups Administrator
Subject: Re: constitution

Okay one final question, besides the form that lists my 3 execs, is there anything else they need to sign?

On Fri, Oct 16, 2015 at 12:02 PM, Campus Groups Administrator <campusgroups@rsuonline.ca> wrote:

There is no form. You just create a document list the 5 proposed events.

From: Kevin Arriola [mailto:karriola@ryerson.ca]
Sent: October-15-15 1:28 PM

To: Campus Groups Administrator
Subject: Re: constitution

Hello Leatrice,

I was wondering if you had the form for proposing our events? I can't seem to find it on the website.

Kevin

On Wed, Oct 14, 2015 at 3:20 PM, Kevin Arriola <karriola@ryerson.ca> wrote:

Probably by Friday but worst case scenario Monday. But very likely Friday, I'm meeting up with my execs tomorrow to finalize everything.

Kevin

On Wed, Oct 14, 2015 at 12:17 PM, Campus Groups Administrator <campusgroups@rsuonline.ca> wrote:

You're most welcome.

When do you think that everything will be ready?

From: Kevin Arriola [mailto:karriola@ryerson.ca]
Sent: October-14-15 11:50 AM

To: Campus Groups Administrator
Subject: Re: constitution

thank you for everything

On Wed, Oct 14, 2015 at 11:50 AM, Kevin Arriola <karriola@ryerson.ca> wrote:

Mmm i think youre right, ill change it

On Tue, Oct 13, 2015 at 3:30 PM, Campus Groups Administrator <campusgroups@rsuonline.ca> wrote:

It looks good to me. Thanks for all your work on this. I did notice that only the president can bring for an amendment to the constitution – I wonder if it should be changed to executive member ... just a thought

From: Kevin Arriola [mailto:karriola@ryerson.ca]
Sent: October-13-15 2:42 PM

To: Campus Groups Administrator
Subject: Re: constitution

Hello Leatrice,

This is the updated version of the constitution, let me know what you think. I finished the procedures portion. Just wondering if there is anything else before I take it to my execs for final revision.

Kevin

On Tue, Oct 13, 2015 at 12:29 PM, Campus Groups Administrator
<campusgroups@rsuonline.ca> wrote:

Hi Kevin,

It looks pretty good to me but there is one section that is not completed – the elections section below. And you have to establish who the chief returning officer is

You have to determine the procedures for the election such as how much notice needs to be given etc.

I. Election Procedures

a. Set Procedures for:

i. Giving
notice to all members regarding the election and opening of nominations.

ii. Members may
self-nominate.

iii. The period of
time during which nominations will be accepted is two weeks.

iv. The date the
election will be held, and the amount of notice that will be given prior to this meeting, stating clearly that the election will be held at that time.

b. Establish who will be responsible for collecting nominations and acting as chief returning officers for the elections (ideally and out-going executive, provided s/he is not running for election).

Below is a sample from another group:

XI. Election Procedures

- Elections for executive positions shall be a matter for vote in a general members meeting and

announced as per a general members meeting.

- An eligible member may nominate any eligible member, including themselves, for a position.

Eligibility is defined as:

A member who has joined the organization at least two weeks prior to the beginning of the

nomination period.

- Nominations will be accepted by email up to 7 days before the election date.

- Nominations will be called for and accepted in person at the general members meeting prior to the

closing of nominations.

- Proxy nominations by email will be accepted during the nomination period.

- Nominations will be closed by unanimous vote of the executive after nominations have been

requested at the general members meeting. A vote will then be held, including all present members

and any received proxy votes. All eligible nominated members are considered valid candidates.

From: Kevin Arriola [mailto:karriola@ryerson.ca]

Sent: October-13-15 11:02 AM

To: Campus Groups Administrator

Subject: Re: constitution

Hello Leatrice,

This is the updated constitution. Please ignored my other email. Let me know if there are any changes that should be made or if anything runs contrary to RSU/univ. policies. Thank you!

Kevin

On Fri, Oct 2, 2015 at 3:31 PM, Campus Groups Administrator
<campusgroups@rsuonline.ca> wrote:

Leatrice O'Neill
Campus Groups Administrator
Ryerson Students' Union
Local 24, Canadian Federation of Students
Tel: [416-979-5255](tel:416-979-5255) ext. 2323
Fax: [416-979-5260](tel:416-979-5260)

campusgroups@rsuonline.ca

55 Gould St. Room SCC 311

Toronto, ON M5B 1E9

Represented by CUPE Local 1281

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Fwd: New group presentation to the Student Groups Committee (Men's Issues Awareness Society) - Monday, Oct 26 at 11:25am

Kevin Arriola <karriola@ryerson.ca>
To: Marty Moore <mmoore@jccf.ca>

Tue, Mar 22, 2016 at 7:47 PM

----- Forwarded message -----

From: Campus Groups Administrator <campusgroups@rsuonline.ca>
Date: Thu, Oct 22, 2015 at 5:17 PM
Subject: New group presentation to the Student Groups Committee (Men's Issues Awareness Society) - Monday, Oct 26 at 11:25am
To: Kevin Arriola <karriola@ryerson.ca>, "alexandra.godlewski@ryerson.ca" <alexandra.godlewski@ryerson.ca>, "samiya.sherif@gmail.com" <samiya.sherif@gmail.com>

Can you please make yourself or your designated representative(s) available to the members of the Student Groups Committee meeting on Monday, Oct 26 at 11:25am.

Please find a seat in the lounge area outside of the RSU office on the 3rd floor of the student centre and we will come and get you.

We would like an explanation of the nature of your group what plans you have for events/activities during the year ahead.

See you then,

Leatrice

Leatrice O'Neill
Campus Groups Administrator
Ryerson Students' Union
Local 24, Canadian Federation of Students
Tel: [416-979-5255](tel:416-979-5255) ext. 2323
Fax: [416-979-5260](tel:416-979-5260)
campusgroups@rsuonline.ca
55 Gould St. Room SCC 311
Toronto, ON M5B 1E9

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font-size: 13px; font-family: Arial, Helvetica, sans-serif;
line-height: 18px;">This email has been sent from a virus-free
computer protected by Avast. <br /><a
href="https://www.avast.com/sig-email?utm_medium=email&utm_source=link&utm_campaign=sig-
email&utm_content=webmail"
target="_blank" style="color: #4453ea;">www.avast.com</a>
    </td>
  </tr>
</table><a href="#DDB4FAA8-2DD7-40BB-A1B8-4E2AA1F9FDF2" width="1"
height="1"></a></div>
```

Fwd: Notification of committee decision regarding your new student group application (Men's Issues Awareness Society at Ryerson)

Kevin Arriola <karriola@ryerson.ca>
To: Marty Moore <mmoore@jccf.ca>

Mon, Mar 7, 2016 at 1:53 AM

Here is the email of the initial rejection

----- Forwarded message -----

From: Kevin Arriola <karriola@ryerson.ca>
Date: Wed, Oct 28, 2015 at 11:16 AM
Subject: RE: Notification of committee decision regarding your new student group application (Men's Issues Awareness Society at Ryerson)
To: Campus Groups Administrator <campusgroups@rsuonline.ca>

Thanks Leatrice! I find it curious that the reason wasnt included in the original email :/

On Oct 28, 2015 10:31 AM, "Campus Groups Administrator" <campusgroups@rsuonline.ca> wrote:

>
> I will provide that as soon as I can. In the meantime, I hope that you can arrange a meeting with Andrea.
>
>
>
> From: Kevin Arriola [mailto:karriola@ryerson.ca]
> Sent: October-27-15 8:05 PM
> To: Campus Groups Administrator
> Subject: Re: Notification of committee decision regarding your new student group application (Men's Issues Awareness Society at Ryerson)
>
>
>
> Hello leatrice can you please ask the committee to email us about what their grounds are for dissaproval? We would like a written statement as well as a meeting. We will need it for our appeal since there are no grounds we can think of for this decision.
>
> Kevin
>
> On Oct 27, 2015 4:49 PM, "Campus Groups Administrator" <campusgroups@rsuonline.ca> wrote:
>
>
>
>
>
> From: Campus Groups Administrator
> Sent: October-27-15 3:05 PM
> To: President
> Subject: Notification of committee decision regarding your new student group application
>
>
>

> Hi Andrea,
>
> This is a sample email. In this case I did offer the reasons but that has not always been the case.
>
>
> _____
>
>
>
> On behalf of the Student Groups Committee, I regret to inform you that your group has been not approved to
go forward to the Board of Directors meeting for ratification.
>
> If you wish to appeal this decision please review the attached document.
>
> In the meantime, I would encourage you to reach out to RSU President, Andrea Bartlett at
president@rsuonline.ca to see how you can best move forward with your group.
>
> All the best,
>
> Leatrice
>
>
>
> Leatrice O'Neill
> Campus Groups Administrator
> Ryerson Students' Union
> Local 24, Canadian Federation of Students
> Tel: [416-979-5255](tel:416-979-5255) ext. 2323
> Fax: [416-979-5260](tel:416-979-5260)
> campusgroups@rsuonline.ca
> 55 Gould St. Room SCC 311
> Toronto, ON M5B 1E9
>
> Represented by CUPE Local 1281
>
> The information transmitted herein is intended only for the person or entity to which it is addressed and may
contain confidential and/or privileged material. Any review, retransmission, dissemination or other use of, or
action taken in reliance upon, this information by persons or entities other than the intended recipient and
delegates is strictly prohibited. If you have received this transmission in error, please contact the sender and
delete the contents hereof from any computer, file, account or other storage device.
>
>

Oct 30th/201
@ 4:00pm

Men's Issues Awareness Society at Ryerson – Committee Concerns

1. Safety

The group was not aware that having certain speakers and events could cause an unsafe learning environment for woman-identified students. The Committee asked whether the concern of having this group turn into a violent MRA would be on the radar, and the group had no preventative measures or proactive approaches to ensure that this did not happen with future Executives or members (this specifically refers to the threats against feminist activists at UofT, possibility of these actions becoming normalized).

The group was not taking all the proper safety measures to prevent the group from spinning out of control and lack of knowledge of the possible dangers this group could have on the Ryerson community.

The MIAS neglected to have an assessment on the possible harm to the community.

2. Associations with External Organizations:

There are no parameters set in the event that spokespeople from the Canadian Association for Equality (CAFE), which is an organization closely associated with a Voice for Men would, would come on campus and create an unsafe learning environment.

These groups have a history of hate against both women and feminists on campus who spoke out against Men's Rights groups or groups affiliated with CAFE on and off our campus

3. Systemic Privilege

It was not clear whether the acknowledgement of the systematic privilege that men have would be made at any event or from this group. It was unclear if the group was assembling as a response to systemic discrimination against men or a social issue. This question was asked and whether the group was assembled as a response to a social issue however, did not receive supplement backing of the social issues happening due to a socially perpetuated issue from a specific source or sources (e.g. an organization, a group of powerful people, etc.), the Committee was just told of the symptoms that men face. Due to this, there was no action item.

Proposed changing the way that Ryerson delivers education to the way that men learn. This is problematic considering that not too long ago, there was a majority of men in post education which women had a hard time accessing. There may instead be other larger issues that are contributing to men not wanting to access post secondary education.

MIAS seems to have a lack of understanding on the issue. Men having less access to services than women is actually due to the fact women face discrimination and prejudice daily. MIAS purports to want to address the lack of "space"/services available to men yet never acknowledges the power struggle or systemic

oppression of women - which is why these services exist for them

MIAS talked about the fact that men are sexually assaulted and claims numbers to be higher, saying that men often don't report assaults due to law enforcement siding with the woman or being seen as not masculine. MIAS claims it is an egalitarian group but men do not have less rights than women. Men are not oppressed based on their gender identity

4. Constitution

There was a lack of regulation in constitution for safety concerns & associations with external groups. MIAS made mention of being an equity group when they did not take any steps to ensure that what they intend for the group to actually be written clearly for their constitution.

5. Non-compliance with RSU policies.

The RSU's Operational Policy #36-Student Groups Policy states that "Student Group's actions must not be contrary to the Ontario Human Rights Code, RSU or the University's Policies."

Given the concerns outlined above around MIAS' association with CAFÉ and similar groups, we take the view that MIAS is in violation of RSU's Issues Policy #14:

The Ryerson Student Union Opposes:

"1.The exclusion, exploitation and marginalization of women, whether directly or indirectly within patriarchal societies;

2.Sexism and discrimination against women, including structural, cultural, institutional and individual manifestations;

3.Violence against women in all its forms, including but not limited to, physical, verbal, and economic violence, and violent representations of women in the media; "

Recommendation:

- The student group committee has voted to reject the application however, you are able to appeal the decision, as per the RSU policy manual and address the concerns outlined above in your appeal.

Fwd: Hello from MIAS

Kevin Arriola <karriola@ryerson.ca>

Tue, Mar 22, 2016 at 9:00 PM

To: Marty Moore <mmoore@jccf.ca>

----- Forwarded message -----

From: Kevin Arriola <karriola@ryerson.ca>

Date: Thu, Nov 5, 2015 at 3:02 AM

Subject: Hello from MIAS

To: foodcentre@rsuonline.ca, racialisedstudents@rsuonline.ca,
access@rsuonline.ca

To Whom it May Concern,

My name is Kevin Arriola and I am the President of the Men's Issues Awareness Society at Ryerson. We are a new group trying to gain status from the university. We were recently rejected because our constitution wasn't up to RSU policy standards, but we are appealing. They told us to contact someone within the equity service centres for support on this, so I am here asking you if you can please help us. We need to adjust our constitution for the appeal. So far, we have contacted the Women and Trans Collective, but haven't heard back from them yet. We wanted to contact other groups that were closer to our topic (gender) like RyePride but they don't seem to have any contact info up on the website, so we are turning to you, the other groups.

It is my hope that we can become a part of the university and one day work with some of you on issues that intersect. We hope that you will meet with us and see what we're about, and how we can be up to RSU standards.

Thank you for your time and I look forward to hearing from you.

Kevin

This email has been sent from a virus-free computer protected by Avast. www.avast.com
--

Fwd: Hello from the Men's Issues Awareness Society

Marty Moore <mmoore@jccf.ca>
Draft

Wed, Mar 30, 2016 at 8:48 AM

----- Forwarded message -----

From: "Centre for Women & Trans People Unknown" <womenandtrans@rsuonline.ca>
Date: 2015-11-19 12:39 PM
Subject: Re: Hello from the Men's Issues Awareness Society
To: "Kevin Arriola" <karriola@ryerson.ca>
Cc:

Hey Kevin,

The meetings at 3pm in SCC311.

Thanks,
Centre for Women and Trans People

On Mon, Nov 16, 2015 at 2:23 PM, Kevin Arriola <karriola@ryerson.ca> wrote:

That sounds great can you just let me know the time and location? On my end, Ill just explain a bit of what our group is about and clear up any questions and concerns. Maybe discuss working together in the future

On 2015-11-16 1:54 PM, "Centre for Women & Trans People" <womenandtrans@rsuonline.ca> wrote:

Hey Kevin,

Hope this email reaches you well.

From our end, the meeting will be around what the equity services provides to the students. Was there anything particular you'd like to talk about?

Thanks,

The Centre for Women & Trans People

Ryerson Students' Union

SCC210, 55 Gould St, Toronto, ON, M5B1E9
[416 979 5255 x 2350](tel:4169795255)

From: Kevin Arriola <karriola@ryerson.ca>
Sent: Wednesday, November 11, 2015 3:31 AM
To: Centre for Women & Trans People
Subject: Re: Hello from the Men's Issues Awareness Society

Hello,

That works perfect! Can you tell me a little more about this meeting so that I know what to prepare? Or is this more of a casual get to know each other type of meeting?

Kevin

On Mon, Nov 9, 2015 at 6:23 PM, Centre for Women & Trans People <womenandtrans@rsuonline.ca> wrote:

Hi Kevin,

We were thinking Nov. 19th at 3pm. Does this work for you?

Thanks,

The Centre for Women & Trans People
Ryerson Students' Union
SCC210, 55 Gould St, Toronto, ON, M5B1E9
[416 979 5255 x 2350](tel:4169795255)

From: Kevin Arriola <karriola@ryerson.ca>

Sent: Friday, November 6, 2015 4:57 PM

To: Centre for Women & Trans People

Subject: Re: Hello from the Men's Issues Awareness Society

Hello,

We think a meeting amongst everyone sounds like a great idea to see how we can all work together this year and hopefully further on. We also operate on an intersectional framework. I have read about the services your collective provides on the website and we can discuss it further at the general meeting if you'd like. When would be a good time to have this meeting?

Thanks for getting back to me though. We were told by the rsu to contact one of the equity groups for assistance on our constitution and rsu policy dictates we must make an effort to meet their requests.

Take care

Kevin

On 2015-11-06 10:34 AM, "Centre for Women & Trans People" <womenandtrans@rsuonline.ca> wrote:

Hey Kevin,

Thanks for reaching out to us. Unfortunately, the Centre for Women and Trans People won't be able to meet to rework your constitution, but are open to meeting about the service that the Centre provides. You may be able to reach out to the campus groups committee, or the RSU executives, to speak on that matter.

Also, the Centre works on an intersectional framework, so having one large meeting that includes the other services would hopefully be the most productive option. We are very busy next week but are you available the week after? Possibly Nov.19th, around 3pm?

Thanks,

The Centre for Women & Trans People

Ryerson Students' Union

SCC210, 55 Gould St, Toronto, ON, M5B1E9

[416 979 5255](tel:4169795255) x 2350

From: Kevin Arriola <karriola@ryerson.ca>

Sent: Thursday, November 5, 2015 3:11 AM

To: Centre for Women & Trans People

Subject: Re: Hello from the Men's Issues Awareness Society

I am sorry to be a pest, I am just wondering if anyone got a chance to look at my email from a couple days ago? There is no contact information for some of the other groups that deal with gender issues, which is why I contacted you folks first. I have contacted some other groups like the Racialized Students Collective for help, but I would prefer to work with your group, for the obvious similarities. Let me know if this is possible.

On Tue, Nov 3, 2015 at 6:14 PM, Kevin Arriola <karriola@ryerson.ca> wrote:

To whom it may concern,

My name is Kevin Arriola, and I am the President of the Men's Issues Awareness Society at Ryerson. We are currently an unofficial group that is attempting to become official. Our group was sadly rejected by the RSU, and we are hoping to appeal with some changes to our constitutions, so that we are in line with RSU policies.

I was hoping to meet with your group after we became official, to see how we could potentially work together in the future on issues that intersect. However, since our group was rejected, the RSU president suggested we meet people from one of the other equity groups, so that they could maybe help us adjust our constitution to meet RSU standards.

We think this will be the perfect opportunity to meet, and clear the air about what it is we are trying to do at Ryerson. This could be the start of a great new relationship. Let me know what you think.

Kevin Arriola

--

The Centre for Women & Trans People

Ryerson Students' Union

SCC210, 55 Gould St, Toronto, ON, M5B1E9

[416 979 5255](tel:4169795255) x 2350

Fwd: MIAS Appeal

Kevin Arriola <karriola@ryerson.ca>
To: Marty Moore <mmoore@jccf.ca>

Tue, Mar 1, 2016 at 12:44 AM

----- Forwarded message -----

From: Kevin Arriola <karriola@ryerson.ca>
Date: Fri, Nov 20, 2015 at 10:38 AM
Subject: Re: MIAS Appeal
To: Andrea Bartlett <president@rsuonline.ca>

I confirm that I will be attending.

On Thu, Nov 19, 2015 at 2:08 PM, Andrea Bartlett <president@rsuonline.ca> wrote:

>
> Hi Kevin,
>
> I am writing to confirm your attendance at the next Exec committee meeting on Tues, Dec. 1st @ 11:30am in SCC 312. Please notify the front desk staff when you arrive.
>
> Thanks,
> Andrea
>
> On Tue, Nov 17, 2015 at 3:51 AM, Kevin Arriola <karriola@ryerson.ca> wrote:
>>
>> This is our updated constitution and presentation
>>
>> On Mon, Nov 16, 2015 at 6:57 PM, Kevin Arriola <karriola@ryerson.ca> wrote:
>>>
>>> That sounds fine. Like I said I will send you our improved constitution and presentation when I get home tonight you should have it by the morning unless you're up late. Take care.
>>>
>>> Kevin
>>>
>>> On 2015-11-16 6:38 PM, "President" <president@rsuonline.ca> wrote:
>>>>
>>>> Hi Kevin,
>>>>
>>>> The next Executive committee meeting is on Tuesday, December 1st @ 11:30am in the SCC building. We are away at a training conference and are therefore unable to meet with you for the appeal presentation next week.
>>>>
>>>> Please confirm if the time indicated above is a suitable time for you, and please also send your documentation as soon as possible.
>>>>
>>>> To confirm, the next meeting of the Board will take place in January which is where the discussion of the appeal will take place.
>>>>
>>>> Let me know if you have any questions or concerns,
>>>> --
>>>> Andrea Bartlett
>>>> President
>>>> Ryerson Students' Union
>>>> Mobile: 416.553.9373 | Office: 416.979.5255 x2324

>>>> E-Mail: andrea.bartlett@ryerson.ca

>>>> Connect with LinkedIn

>>>>

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>>>>

>>>> From: Kevin Arriola <karriola@ryerson.ca>

>>>> Date: Mon, 16 Nov 2015 18:28:22 -0500

>>>> To: RSU President <president@rsuonline.ca>

>>>> Subject: Re: Fwd: MIAS Appeal

>>>>

>>>> Hello Andrea,

>>>>

>>>> I am unfortunately not available tomorrow morning as I have an appointment with the doctor. I need a few days advanced notice to make arrangements. I can send you my presentation when I get home later tonight.

>>>>

>>>> Please let me know when will be a good time to meet at a later date.

>>>>

>>>> Kevin

>>>>

>>>> On 2015-11-16 11:15 AM, "President" <president@rsuonline.ca> wrote:

>>>>>

>>>>> Hi Kevin,

>>>>>

>>>>> We are confirming the date and time of our Exec committee meeting: Tues. Nov 17th @11:30am.

>>>>>

>>>>> You will present to the Exec committee, then it will be brought to the board.

>>>>>

>>>>> Please send over the appeal presentation and any information you choose to present to the committee.

>>>>>

>>>>> Please confirm if you are able to attend tomorrows meeting.

>>>>>

>>>>> Thanks,

>>>>>

>>>>> Andrea Bartlett

>>>>> President

>>>>> Ryerson Students' Union

>>>>> Mobile: [416.553.9373](tel:416.553.9373) | Office: [416.979.5255](tel:416.979.5255) x2324

>>>>> E-Mail: andrea.bartlett@ryerson.ca

>>>>> Connect with LinkedIn

>>>>>

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>>>>>

>>>>> On Nov 16, 2015, at 7:00 AM, President <president@rsuonline.ca> wrote:

>>>>>>

>>>>>> Hi Kevin,

>>>>>>

>>>>>> Thanks for your follow up. I'm confirming the location of our exec committee and will get back to you before this afternoon with details of your appeal and next steps.

>>>>>>

>>>>>> Thank you,

>>>>>>

>>>>>> Andrea Bartlett

>>>>>> President

>>>>>> Ryerson Students' Union

>>>>>> Mobile: [416.553.9373](tel:416.553.9373) | Office: [416.979.5255](tel:416.979.5255) x2324

>>>>> E-Mail: andrea.bartlett@ryerson.ca

>>>>> Connect with LinkedIn

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>>>>>

>>>>> On Nov 11, 2015, at 2:51 PM, Kevin Arriola <karriola@ryerson.ca> wrote:

>>>>>

>>>>>> Hello,

>>>>>>

>>>>>> These are the forwarded emails you requested. While I may have made a mistake on the most recent email I sent you, as you can see, the emails to Harman were without error (sent to vp.life@rsuonline.ca).

>>>>>>

>>>>>> Kevin

>>>>>>

>>>>>> ----- Forwarded message -----

>>>>>> From: Kevin Arriola <karriola@ryerson.ca>

>>>>>> Date: Sun, Nov 8, 2015 at 2:26 PM

>>>>>> Subject: Re: MIAS Appeal

>>>>>> To: vp.life@rsuonline.ca

>>>>>>

>>>>>>

>>>>>> Hello did you get a chance to look at my email i fear the 10 day limit is approaching.

>>>>>>

>>>>>> On Tue, Nov 3, 2015 at 7:29 PM, Kevin Arriola <karriola@ryerson.ca> wrote:

>>>>>>

>>>>>>> Hello Harman,

>>>>>>>

>>>>>>> I am writing to you today to request an appeal to the committee's decision to reject the Men's Issues Awareness Society. Per the suggestion of Andrea, to get help from one of the equity groups in amending our constitution, today we have contacted the Women and Trans Collective to see if theyd be willing to help. I know RSU policy requires me to submit a formal request in writing so this is that request.

>>>>>>>

>>>>>>> Please get back to me as soon as you can about the steps going forward.

>>>>>>>

>>>>>>> Kevin

>>>>>>>

>>>>>>>

>>>>>>>

>>>>>>>

>>

>

>

>

>

> --

> --

> Andrea Bartlett

> President

> Ryerson Student's Union

> Mobile: [416.553.9373](tel:416.553.9373) | Office: [416.979.5255](tel:416.979.5255) x2324

> E-Mail: andrea.bartlett@ryerson.ca

> Connect with LinkedIn

>

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Men's Issues Awareness Society Appeal Presentation

MIAS is proud to present the new and improved constitution. We have changed the wording in our constitution so that it is more in-line with RSU policy. It is now more clearly stated that the group is going to operate independently. MIAS is committed to leaving the decisions of the group in the hands of its members. External organizations or groups will not have any direct influence in the decisions our group makes. As well, our executives are now bound to the requirement of providing a safe space on campus. We will be responsible for not only ensuring the safety of our members, but also the community at large. Our job is to generate open and honest dialogue, and the elimination of hate-speech, which has no place in academia. We have also added a safeguard in our constitution to ensure difficulty for anyone attempting to change the objectives of our group, our commitment to providing a safe space, and our promise to reject all forms of hate and violence.

As an unofficial group we have so far been extremely successful at achieving this. At our first meeting we were fortunate to have a diverse group of people attend. Not only did they come from different genders, sexualities, and cultures, they also carried with them something extremely important for university... different ideas. Disagreements did occur, but what is amazing is how respectful everyone was. It was a true testament to their experience in academia. Not one person left that meeting without a smile on their face. I have no doubt in my mind that every single person that attended that meeting is committed to social justice and equality for all.

During our first meeting, the group decided on the issues that they would like to tackle this year, which are slightly different from those initially proposed. We will be having a meeting once a month until April for a total of 5 more meetings. These include:

1. Mental health, homelessness and suicide
2. Masculinity, gender roles, and the LGBT
3. The intersections of race, culture and masculinity
4. Men, law and the court system
5. Freedom of expression, men's issues, and the media

We will be inviting professionals that are familiar with these issues to come talk to our group

The RSU Committee's Decision

We are obviously disappointed that the committee has initially rejected our appeal. We believe this decision was handed down based on preconceived biases about what our group could be, rather than what it actually is. This is our response to the several issues brought up in the original rejection statement provided by the committee. Regarding...

Safety: None of our events are controversial by any standard, which is why we didn't think that they would be in any way harmful to the community, or threaten their safety. Still, we do recognize that our constitution was unclear about the executives' role for ensuring a safe space, and have adjusted it accordingly. If anything, our group is concerned about the violent reactions of protesters who have previously disrupted events on men's issues. For these reasons we have decided to keep our meetings private, until we can ensure the safety of our members. We are also taking steps to ensure everyone feels welcome and safe in these discussions.

Associations with External Organizations: We are not at all associated with A Voice for Men. This has been repeatedly brought up by the RSU, and we equivocally deny any affiliation. I don't know anyone from AVFM. CAFE has helped us but only in an operational capacity, by giving us advice about how to start a group, because they have experience with helping other groups get started. They haven't been involved in the actual vision of the group. In our constitution it clearly states that our members will decide what topics and events we will have, CAFE is not involved in that at all. We have adjusted our constitution to further cement this. We also don't agree with the RSU's position that CAFE has a history of hate toward women. That is simply their unfounded opinion. CAFE operates under the Ontario Human Rights Code, which prohibits this, and they have done great work for the community. We appreciate their support but we are our own entity.

Systemic Privilege: This part is the most frustrating because of how often we are misrepresented and misquoted. We haven't acknowledged men's systemic privilege because that is an integral part of feminist theory that not everyone shares, and it is not our job in the executive to impose it on our members. We are using a bottom up approach not a top down one. Our group is an egalitarian group, which recognized intersectionality. As well, we recognize that different people, genders, and cultures experience privilege, in different ways. This is such a general view that it can be shared by feminists and non feminists alike. People who believe that men have systemic privilege can relate to this view, as well as those that don't. We are trying to generate discussions, not impose ideologies on our members. This is what makes our group so unique, because it allows our members to explore ideas like whether or not men have systemic privilege, in a critical way that doesn't block out dissenting opinions. Remember, we are a discussion group first and foremost, above all. Awareness doesn't come from having only one opinion.

There was a claim in the written statement that claimed I said that Ryerson should change the way it teaches men how to learn. I never said this. I said that the way the educational system teaches boys does not cater to their learning, and the Ontario government has recognized this... <https://www.edu.gov.on.ca/eng/literacynumeracy/inspire/research/Martino.pdf>

Another claim said that we don't understand that men having less access to services than women is because women face more discrimination. I'm sorry but the world is not black and white. Men should have more services than women in the areas that they are suffering more from, like homelessness, just as women should have more support in areas that they are suffering from. Equality is not a zero sum game, and support needs to be provided based on the needs of the population.

Regarding the sexual assault portion, I don't know where the controversy was here. The rates of men sexually assaulted are much higher than those reported, this is true for women as well. One only needs to look at the current state of prisons where underreported rape is common, to know this is true. The part where they say that law enforcement sides with the women, that wasn't tied to sexual assault, it was tied to domestic abuse, but this was somehow twisted it to make it look like I was talking about sexual assault when I wasn't. What I said is actually true in domestic abuse situations, and law enforcement does tend to have a bias against men (<https://richardfelson.files.wordpress.com/2013/06/does-cj-treat-leniently.pdf>.. there are other studies as well this is just one).

This portion finishes off saying that I believe that men have fewer rights than women. This is a total fabrication and I never said this. I believe that different people experience gender and privilege in different ways, across different cultures. When men are conscripted into wars they don't want to fight in, but women aren't, that is a rights issue. It's also a rights issue when women don't have access to education around the world and are forced into sex slavery. The world is not black and white, and we need to start thinking about intersectionality more critically. That is my view.

Constitution: This part we agree with, and have taken appropriate steps to ensure we are clear in our constitution.

Non-Compliance with RSU Policies: This part is frustrating. At the meeting when I pressed the RSU about what proof they had that CAFE was misogynist, since they operate under the Ontario human rights code and are a registered charity, they had no answers. When I pressed them about how any of our proposed events would be bringing in speakers that would violate policy #14, they also had no answers. We still believe that the RSU has no answers.

The Recommendations of the RSU

Per the request of the RSU we reached out to the various equity groups that had their contact information publicly posted, about the potential for them helping us with our constitution. We have not received any word from any group minus the Women and Trans Collective, who told us that they would not be able to help us. We feel like we have met our obligation to meet the RSU's recommendation. Despite not receiving their help, we believe the changes to our constitution are sufficient. We also believe that many of the claims made by the initial rejection are unfounded and should not be considered in this appeal process. Particularly, the claims that we violate RSU policy #14.

Thank you for your time, and consideration of our appeal.

Kevin Arriola
President of MIAS RU

The Men's Issues Awareness Society at Ryerson Constitution

- I. The Men's Issues Awareness Society at Ryerson
- II. Objectives of the Organization
 - a. To operate under an egalitarian, intersectional framework, committed to achieving equality for all Canadians, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.
 - b. To operate as an independent group. No external groups or organizations shall make direct decisions for the group. Group decisions shall be proposed by the executive and ratified by the members holding quorum.
 - c. To focus on generating discussions, and bringing social awareness to issues that disproportionately affect men and boys, on the basis of equality for all.
 - d. To reject any and all forms of violence or hate speech, as defined by the university, the RSU, and the Ontario Human Rights Code.
 - e. To attempt to build relationships with other groups, committed to similar, egalitarian principles.
- III. Relationship to RSU
 - a. RSU will not normally interfere in the activities and operations of the organization. It does, however, have the power to investigate complaints made by any member of the organization concerning alleged violations of this constitution.
- IV. Membership
 - a. Membership is open to all RSU members (full and part-time students registered in a degree program at Ryerson).
 - b. Student Groups may not charge levies or membership fees to RSU members.
 - c. Non-RSU members who are part of the Ryerson community, specifically Continuing Education students, staff, faculty and alumni, may become non-voting members of a RSU student group by paying a \$5 per semester membership fee. All fees must be given to the Campus Groups Administrator for deposit to the Group's Trust fund. Such committee members are bound by all RSU policies and the executive is responsible for all these members.
 - d. No non-RSU member may hold executive office.
 - e. No faculty or staff may be a voting member.
- V. Structure
 - a. Executive officers will be elected annually who are responsible to the membership of the organization (President, Events Executive, Social Media Executive).
- VI. Meetings
 - a. Executive Meetings will be held once per semester or as needed.
 - b. 50% of the executive will form quorum.

- c. Executive meetings are open to all members of the organization, but they may not vote.
- d. General Members Meetings will be once per semester, and once during the executive election.
- e. Two weeks notice will be given for a general members meeting in the form of posts on social media, or campus-wide, or emails.
- f. 20% of the membership will form a quorum.
- g. Proxy votes will be allowed at meetings. They must be in the form of a legible, signed and dated note or letter. They must be submitted to the executive prior to voting, or to another member who will act on their behalf during the meeting.
- h. Every meeting shall have safety procedures to protect the safety of members and the community at large.

VII. Role of Executive

- a. The executive is responsible for planning activities and projects, recruitment, and ensuring that RSU and Ryerson University policies are adhered to.
- b. The executive shall ensure that all precautions are arranged for the safety of its members and the community at large, during any group functions. Group functions shall be monitored, and mediated when necessary. Any person(s) caught spouting hate speech or acting in a manner that is contrary to RSU, university, or group policy, shall be removed from group functions.
- c. The executive shall provide a safe space for open discussions, free of fear for personal safety.
- d. There will be three executives (The President, The Events Coordinator, The Social Media Executive).
- e. No faculty, staff or NON-RSU members may be on the executive.
- f. Activities and projects will be planned, by the executive, in accordance with the issues of most importance to the group members.
 - i. Members will vote on issues that matter most to them during the biannual general meeting. The top issues will become the focus of projects and activities, planned by executive, until the next general meeting.
 - ii. The executive may propose any activities or projects during a general meeting, not necessarily related to the issues voted upon. They may proceed with these activities or projects with the approval of 50% of the members holding quorum.
- g. The President will be the liaison with the RSU
- h. Title (President)
 - i. Is responsible for chairing all meetings. If the President cannot attend a meeting, he or she will appoint someone within the executive to do so.
 - ii. Is responsible to RSU and members of the organization for all monies allocated to the organization by RSU

- iii. Is responsible to RSU and members of the organization for all other monies, i.e., fund raising, donations and sponsorship revenues.
 - iv. Will act as a liaison between RSU and the organization, and is responsible to the members of the organization, and is responsible for advising the Campus Groups Administrator of any changes in the executive or signing officers.
 - v. Is responsible for proposing activities and projects that the group will undertake during each semester.
 - vi. Is responsible for ensuring that other executives are performing effectively. May call a general meeting to remove another executive. An executive will be removed with 50% of a general members quorum.
- i. Title (Events Coordinator)
 - i. Is responsible for chairing all meetings in the absence of the President, with approval from the President.
 - ii. Is responsible for proposing activities and projects that the group will undertake during each semester.
 - iii. Is responsible for booking venues/rooms/other locations, designing and implementing the aesthetics of the activities/projects, ensuring that events are advertised well, ensuring that food/drinks are available when appropriate, ensuring that events are staffed appropriately, ensuring that equipment is available for events when appropriate, and ensuring that events are held to RSU/university/group standards and policies.
- j. Title (Social Media Executive)
 - i. Is responsible for chairing all meetings in the absence of the President, with approval from the President.
 - ii. Is responsible for proposing activities and projects that the group will undertake during each semester.
 - iii. Is responsible for maintaining an online presence on behalf of the group. Activities may include, uploading media from the group, updating about news from the group, promoting the values of the group, and communicating with the community at large.
- VIII. Executive Vacancy
 - a. Should an executive position become vacant for any reason the remaining executives may, by majority vote, appoint someone from within their membership to fill the vacancy.
- IX. Committees
 - a. The executive shall form or dissolve committees as needed.
- X. Elections
 - a. Executive members must be elected by the membership at large.
 - b. Elections must take place by the last Friday in March.
- XI. Election Procedures
 - a. Elections for executive positions shall be a matter of vote in a general members meeting and announced two weeks prior by email.

- b. An eligible member may nominate any eligible members, including themselves, for a position.
- c. Eligibility is defined as: A member who has joined the organization at least two weeks prior to the beginning of the nomination period.
- d. Nominations will be accepted by email up to 24 hours before the election date.
- e. Nominations will be called for and accepted in person at the general members meeting,
- f. Proxy nominations by email will be accepted during the nomination period.
- g. Nominations will be closed by unanimous vote of the executive after nominations have been requested at the general members meeting. A vote will then be held, including all present members and any received proxy votes. All eligible nominated members are considered valid candidates.

XII. Removal from Office

- a. An executive may be removed from office if their conduct runs contrary to the policies set out by the RSU, the university, or the Ontario Human Rights Code.
- b. An executive may be removed from office if they consistently fail to effectively perform their duties.
- c. A petition signed by 25% of the membership requesting that a general meeting be held to discuss and vote on the impeachment.
- d. A general meeting held for the purpose of impeachment may not be used for any other purposes.
- e. An executive will be removed from office if a two-thirds majority vote passes during an impeachment meeting.

XIII. Amendments

- a. Two weeks notice will be given to the membership, regarding any proposal to amend the constitution, and will require a two-thirds majority vote in favour of the amendment for it to pass.
 - i. Changes to Section II and XIII (a) of the constitution will require at least 80% of the vote from all members, not just those holding quorum.
- b. A proposal to amend the constitution must be made by an executive or a petition from 25% of all members.

XIV. Adoption of the Constitution

- a. The constitution must be approved by RSU.
- b. For it to be effect, it must be ratified by a majority of the members in attendance at a legally constituted general meeting.

Fwd: constitution - MIAS Appeal

Kevin Arriola <karriola@ryerson.ca>

Tue, Mar 1, 2016 at 12:46 AM

To: Marty Moore <mmoore@jccf.ca>

----- Forwarded message -----

From: Kevin Arriola <karriola@ryerson.ca>

Date: Fri, Nov 20, 2015 at 5:40 PM

Subject: Re: constitution - MIAS Appeal

To: Leatrice O'Neill <campusgroups@rsuonline.ca>

Now im just more confused. So I can't change the constitution now? Or you won't clarify what "affiliated" means? This is really not helpful at all. I am doing my best to accomodate the RSU, but I can't do so with such vague terminology.

On Fri, Nov 20, 2015 at 4:52 PM, Leatrice O'Neill

<campusgroups@rsuonline.ca> wrote:

>
> As the appeal is underway now, I cannot comment on the process any further. Further to the President's confirmation, the date of your appeal is December 1, 2015 and the group's status will be discussed then.

>

>

>

> From: Kevin Arriola [mailto:karriola@ryerson.ca]

> Sent: November-20-15 3:37 PM

>

>

> To: Leatrice O'Neill

> Subject: Re: constitution - MIAS Appeal

>

>

>

> I'm still confused. Can you just define "associated". Like, do you just mean people that work for these organizations? People like Warren Farrel. But what about others like Christina Hoff Sommers? Shes not a part of CAFE or AVFM but I'm pretty sure she's done talks for them, and they have generated controversy. Still, shes not directly associated with them. This is what I mean, does speaking for AVFM or CAFE immediately disqualify someone from being a speaker for us?

>

>

>

> On Fri, Nov 20, 2015 at 11:23 AM, Leatrice O'Neill <campusgroups@rsuonline.ca> wrote:

>

> Hi Kevin,

>

> My understanding is the some people associated with CAFE are also associated with AVFM and that is the problem. If you can specifically state that your group will not program activities with members of these organizations I think that would help. I believe that if the speakers are from CAMH or St. Joseph's Hospital that would be fine regardless of where they have spoken. That would be my understanding anyway.

>

> Leatrice

>

>

>

> From: Kevin Arriola [mailto:karriola@ryerson.ca]

> Sent: November-20-15 10:56 AM

> To: Leatrice O'Neill

> Subject: Re: constitution - MIAS Appeal

>

>

>

> Hello Leatrice,

>

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>

> I am just wondering if you can clarify some things.. I understand if the RSU doesn't want anyone that is part of AVFM. I may even be willing to do this for CAFE as well, thought I'm having trouble understanding why, since they are a registered charity and offer services for men.

>

> I am mostly confused about what you mean by "the group would not program activities using members of external organizations." Can you clarify what this means? If I decide to bring a speaker from CAMH or St Josephs Hospital, that has at some point done an event for CAFE, does this mean I can't use them anymore? Does this apply to everyone who has ever done something for CAFE? I fear that if this is the case it would seriously limit the potential speakers we have, since most of the big professionals that deal with men's issues locally have been reached out to by CAFE.

>

> Kevin

>

>

>

> On Thu, Nov 19, 2015 at 3:49 PM, Leatrice O'Neill <campusgroups@rsuonline.ca> wrote:

>

> Hello Kevin,

>

> We have received your amended constitution and while it has improved we would still like to see a few specifics added to it and resent to us.

>

> In article II b it is stated that external organizations cannot make decisions for the group but we would like to see that that the group would not program activities using members of external organizations (it is recommended that these organizations be named). The way it currently stands the group could decide to bring in a speaker from CAFE of A Voice for Men.

>

> Would you be willing to do that?

>

> Thanks you,

>

> Leatrice

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> Leatrice O'Neill
> Campus Groups Administrator
> Ryerson Students' Union
> Local 24, Canadian Federation of Students
> Tel: 416-979-5255 ext. 2323
> Fax: 416-979-5260
> campusgroups@rsuonline.ca
> 55 Gould St. Room SCC 311
> Toronto, ON M5B 1E9

>

> Represented by CUPE Local 1281

>

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> From: Andrea Bartlett [mailto:president@rsuonline.ca]
> Sent: November-19-15 2:11 PM
> To: exec@rsuonline.ca; Dina Skvirsky; ed.operations@rsuonline.ca; Corey Scott; Leatrice O'Neill
> Subject: Exec Committee Meeting re: MIAS Appeal

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>

> Hi All,

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> I am writing to let you know that in the next step of the appeal process, the MIAS group will present at the Exec Comm meeting on Tues, Dec. 1st @ 11:30am in SCC 312. I've attached the updated information Kevin sent me.

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> Please let me know if you have any concerns.

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>

> Thanks,

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> --

> Andrea Bartlett

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>
>

> President

> Ryerson Student's Union

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>
>

> Mobile: [416.553.9373](tel:416.553.9373) | Office: [416.979.5255](tel:416.979.5255) x2324

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>

> E-Mail: andrea.bartlett@ryerson.ca

> Connect with LinkedIn

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Ryerson Feminist Collective holds rally to reclaim safe space at Ryerson

Communities December 3, 2015



Kristyn Wong-Tam, Jackie Mlotek and Alyson Rogers.

PHOTO ALANNA RIZZA

By Alanna Rizza

The Ryerson Feminist Collective held a rally on Dec. 1 about reclaiming safe spaces on campus, but safety is also on issue off campus.

The Take Back the Campus rally spoke to students facing discrimination, marginalization, hate, and systemic oppression. There was also discussion about the culture on campus that allows for such things to happen.

“The fact that there’s a culture here that fosters a kind of misogyny [and] systemic marginalization. Like I said there’s one more thing that is already present in our world that shouldn’t be on campus,” said Jackie Mlotek, co-organizer of the Ryerson Feminist Collective.

Kristyn Wong-Tam, Toronto City Counsellor for Ward 27, was also present at the rally and said she

supports the students of Ryerson for working together on this issue.

“We want Ryerson to be successful. That is everyone’s goal including city council,” she said.

“What I am seeing across Toronto are too many incidents steeped in hatred and bigotry and ignorance.”

Mlotek and Alyson Rogers, also co-organizer of the Feminist Collective, said that students need to work together and support each other when it comes to their safety. They said that it is important to recognize when you may be making someone else feel uncomfortable in their community.

“Jackie and I are both aware that we are cisgendered, white women and we make conscious efforts to use our privilege in good ways [and] to elevate the voices of marginalized populations,” said Rogers.

RSU vice-president equity, Rabia Idrees said that the Feminist Collective approached her about getting speakers for the rally that represented many different groups on campus experiencing this issue.

“I applaud the Feminist Collective for recognizing that if you are going to speak about feminism, it can’t be based on one ideology or one framework,” said Idrees.

Idrees said that she was just in a meeting with Kevin Arriola, founder of the Men’s Issues Awareness Society, discussing the appeal of his student group. Arriola was present at the beginning of the rally, but did not stay for the full event.

“With his presence, this space became unsafe for some students who have been talking to him,” said Idrees.

“Honestly he can be here. Ryerson is an open space for anyone to be, if he wants to be here that’s fine. I’m glad he didn’t do anything kind of destructive to [what was said] and I’m glad that he understood that he needed to leave as well,” said Idrees.

Rogers said that when she saw Arriola at the rally it made her feel “concerned.”

“Kevin, as an individual did not make me feel unsafe in that space, but certainly an individual that runs, represents and is a member of an men’s issues group made me feel unsafe,” said Rogers.

Arriola said that he was curious about the rally and would have stayed longer if he didn’t have an essay due the next day.

“I think it’s great that some students can have a space on campus and talk about social issues. I hope one day groups like mine are able to participate,” he said.

“I harbour no ill will towards the Feminist Collective for hosting this event. I think it’s great. It is my hope that they one day see a need for events similar to this, that address the needs of disenfranchised men and boys, who rarely speak out due to the pressures around masculinity.”



February 29th 2016

Re: Student Group Status

To Whom It May Concern:

The Men's Issues & Awareness Society applied for student group status with the Ryerson Students' Union (RSU). The RSU Student Group Committee denied the application on October 26th, 2015. The Student Group Committee resolved that the application did not meet the criteria required for Student Group status within the RSU.

The committee felt it was a violation of the Student Group Policy #6 which reads, "Social, political issue, or non-academic special interest groups may be formed and subsequently recognized by RSU if the group can prove its viability and can act in accordance with RSU and University criteria, policies, and procedures".

The Men's Issues & Awareness Society appealed the decision of the RSU Student Group Committee on November 3rd, 2015. The RSU Executive Committee reviewed the appeal on November 17th, 2015. A secondary appeal meeting was scheduled for December 1st, 2015.

The appeal was reviewed by the RSU Executive Committee on December 1st, 2015 and the Executive Committee recommended the appeal be brought to the RSU Board of Directors at the next meeting on January 25th 2016. The Men's Issues & Awareness Society presented to the board on Monday, January 25th, 2016 at 6:00pm.

The Board of Directors reviewed the appeal of the decision of the RSU Student Group Committee, as presented by the Executive Committee and the Men's Issues & Awareness Society. After deliberation, the Board of Directors voted on Motion 2016-01-25: C03 -

MOTION 2016-01-25:C03 – Men's Issues Awareness Society at Ryerson

WHEREAS the Student Groups Committee has met and reviewed the application of Men's Issues Awareness Society at Ryerson seeking student group status; and

WHEREAS the Student Groups Committee resolved to deny student group status based on concerns regarding the ability to create safe(r) spaces on campus; and

WHEREAS Men's Issues Awareness Society at Ryerson appealed this decision and the appeal was heard by the Ryerson Students' Union Executive Committee; and





WHEREAS the Ryerson Students' Union Executive Committee resolved to forward this application to the Board of Directors as outlined in the Student Groups Appeals Policy; therefore

BE IT RESOLVED THAT the student group "Men's Issues Awareness Society at Ryerson" be ratified as an RSU group with full rights as defined by the Student Groups Policy

RESULT: Defeated

Result of a vote of the Board of Directors:

- For - 0
- Against - 12
- Abstain - 7
- Spoiled - 1

Due to the fact the board put a motion to move the discussion in camera the reasons cannot be discussed as to why the appeal was denied.

Sincerely,

A handwritten signature in blue ink, which appears to read "Andrea Bartlett", is displayed on a light gray rectangular background.

Andrea Bartlett
President

