

**ONTARIO  
SUPERIOR COURT OF JUSTICE**

BETWEEN:

KEVIN ARRIOLA and ALEXANDRA GODLEWSKI

Applicants

and

RYERSON STUDENTS' UNION

Respondent

APPLICATION UNDER section 97 of the Courts of Justice Act and Rule 14.05 of the Rules of Civil Procedure

**RESPONDING APPLICATION RECORD**

November 25, 2016

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**AFFIDAVIT OF OBAID ULLAH  
(Sworn November 25, 2016)**

I, Obaid Ullah, of the City of Scarborough, in the Province of Ontario, MAKE OATH AND SAY:

1. I am the current President of the Ryerson Students' Union ("RSU") at Ryerson University (the "University"), and, as such, have knowledge of the matters contained in this affidavit. Where I do not have personal knowledge, I have stated the source of my information and believe it to be true.

2. I started as the President of the RSU on or about 1 May 2016. Prior to that, I was the Vice President of Operations for the RSU during the 2014-2015 school year. In my current role as President of the RSU, my job duties include:

- (a) participating as a voting member on all RSU committees except for the Elections Appeals Committee or where there is a conflict of interest;

- (b) being responsible for the general management and supervision of the affairs and operations of the RSU;
- (c) supervising senior management staff; and
- (d) ensuring that Vice-Presidents and commissioners carry out their assigned duties as directed by the Board of Directors and their respective job descriptions.

3. In addition, my current position as President as well as my past role as Vice President of Operations requires me to be familiar with the general operation and governance of the RSU.

**Ryerson University and the Ryerson Students' Union**

4. The University is established pursuant to the *Ryerson University Act, 1977*. Attached as Exhibit "A" to this affidavit is a copy of the *Ryerson University Act, 1977*.

5. The RSU is a corporation incorporated pursuant to the laws in Ontario. Attached as Exhibit "B" to this affidavit is a copy of the RSU Letters Patent. Attached as Exhibit "C" to this affidavit is a copy of the RSU By-Laws that were in effect for the 2015-2016 school year.

6. The RSU has a Policy Manual that records the policies passed by the Board of Directors. Attached as Exhibit "D" to this affidavit is a copy of the Policy Manual that was in effect for the 2015-2016 school year.

7. The RSU is an entity separate and apart from the University. The University has no control over RSU's activities and/or dealings.

**The Women's Issues Policy**

8. Issues Policy #15 (Women's Issues) was passed by the Board of Directors in March 2012 and is an acknowledgement that 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. The Women's Issues Policy states, among other things:

15.3 The Ryerson Students' Union Opposes:

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

9. In March 2013, Issues Policy #15 (Women's Issues) was amended by the Board of Directors. While the amended Issues Policy #15 (Women's Issues) is in effect, it has not yet been added to the printed Policy Manual found at Tab "D" of this affidavit. Attached as Exhibit "E" to this affidavit is a copy of the Minutes of the 4 March 2013 Board of Directors meeting in which the amendment to Issues Policy #15 was passed.

**RSU Membership**

10. All undergraduate students at the University who have paid membership fees are RSU members.

11. Creating a Student Group, as that term is defined below, is not a right of membership.

**Clubs and Student Groups**

12. Any group of students can form a club (a **“Non-RSU Club”**).
13. Any Non-RSU Club can apply to the RSU to be a recognized RSU club or student group (a **“Student Group”**).
14. A Non-RSU Club can:
  - (a) Recruit members;
  - (b) Organize meetings;
  - (c) Hold meetings on campus in the public space available to all students;
  - (d) Hold meetings in designated meeting rooms, by booking space through the University;
  - (e) Obtain permission to hold events in University public spaces such as building atriums and lobbies, by booking space through the University;
  - (f) Create social media sites and post messages to members and non-members through those sites;
  - (g) Hold rallies or events on campus;
  - (h) Distribute leaflets and flyers to students;
  - (i) Advertise in the University newspaper;
  - (j) Hold fundraisers;

- (k) Apply for funding from the Student Initiative Fund, apply for sponsorships from the RSU as an affiliated group, or approach the President's or Vice President's office of the University for funding; and
- (l) Apply to become a Student Group.

15. There are only three differences between a Non-RSU Club and a Student Group. First, Student Groups receive an RSU operating budget of \$1,200 per year and may apply to the RSU for additional funding for special events.

16. Second, the RSU does not have space where Student Groups or Non-RSU Clubs can meet. Both must book meeting rooms and space through the University, pursuant to the University's Temporary Use of Space Policy ("**Use of Space Policy**") and the University's Temporary Use of Space Procedure ("**Use of Space Procedure**"). The only difference is that Student Groups can ask the RSU staff to assist in booking space. According to the Use of Space Policy and the Use of Space Procedure, priority ranking for the use of University space is as follows:

- (a) Ryerson Community Members (which includes students who have formed a Non-RSU Club);
- (b) Academic Invitees;
- (c) Recognized Student Groups; and
- (d) External Bookers.

Attached as Exhibit "F" to this affidavit are copies of the Use of Space Policy and the Use of Space Procedure.

17. Third, the University permits a Student Group to place posters on the campus bulletin boards, provided the Student Group complies with the University's Community Regulation on Posters. Attached as Exhibit "G" to this affidavit is a copy of the University's Community Regulation on Posters.

**Application Process to Become a Student Group**

18. The Student Groups Committee (the "Committee") is, pursuant to the By-Laws, a committee of the Board of Directors and students elected from among the Student Groups. In order to become a Student Group, a Non-RSU Club must submit an application to the Committee. The Committee receives and reviews the applications and, pursuant to Operational Policy #36 (Student Group Policy), determines whether to approve or deny an application for Student Group status.

19. The first step in the application process to become a Student Group is to submit an application to the Campus Group Administrator. This position is currently held by Leatrice O'Neill, who has worked with the RSU for over 30 years. Ms. O'Neill assists Non-RSU Clubs through the application process to become a Student Group. The Campus Group Administrator typically meets with a representative of the Non-RSU Club and explains the application process, provides them with all the necessary documentation, explains the application requirements and informs them of the requirement to comply with all RSU and University policies, as established by Operational Policy #36 (Student Group Policy). The Campus Group Administrator also provides guidance and advice as needed to assist Non-RSU Clubs through the application process.

20. Once the application for Student Group status is complete, the Campus Group Administrator provides that application to the Committee for consideration. The Committee, of which I am a member by virtue of my position as President of the RSU, meets once a week.

21. On average, the Committee receives 10 to 12 applications per year from Non-RSU Clubs who are seeking Student Group status. I estimate that each year, between one and three Non-RSU Clubs are denied Student Group status for various reasons. Student Group status can be denied if the proposed group duplicates a service already provided by the University, another Student Group already serves the objectives of the proposed club, or the proposed Student Group is incompatible with the policies or by-laws of the RSU.

**Appeal Process to Become a Recognized Student Group**

22. In accordance with Operational Policy #35 (Student Group Appeal Policy), a Non-RSU Club can appeal the decision of the Committee to deny it Student Group status. According to paragraph 35.4 of Operational Policy #15 (Student Group Appeal Policy), the following steps must be taken where a Non-RSU Club appeals the decision of the Committee:

- (a) If requested by the Non-RSU Club, the Vice President Student Life and Events must draft a letter detailing the reasons for denial by the Committee, within 10 days of receiving such a request;
- (b) The Non-RSU Club must notify the Vice President Student Life and Events in writing of its intention to appeal the Committee's decision to the Executive Committee within 10 business days of such a decision by the Committee;

- (c) The Vice President Student Life and Events will then inform the Non-RSU Club of the date, time and place of the next Executive Committee meeting and take steps to add this item to the next meeting agenda;
- (d) The Executive Committee will hear a presentation by the Non-RSU Club and may, within 10 business days, either 1) present the Non-RSU Club to the Board of Directors for a final determination on the application; or 2) require the Non-RSU Club to return to the Committee for further discussion;
- (e) Where the Executive Committee decides to present the Non-RSU Club to the Board of Directors, the Vice President Student Life and Events will take steps to ensure that this item is added to the Board of Directors agenda for the next regularly scheduled meeting; and
- (f) A Non-RSU Club whose application was denied by the Committee must gain a 2/3 majority at the Board of Directors to be ratified. Where the Board of Directors denies ratification, the appeal shall be deemed closed.

23. Operational Policy #35 (Student Group Appeal Policy) does not require the Executive Committee or the Board of Directors to hear submissions from the Non-RSU Club seeking Student Group status or require the Executive Committee or the Board of Directors to issue reasons for their decision to grant or deny Student Group status to a Non-RSU Club.

**The Men's Issues Awareness Society at Ryerson Application for Student Group Status**

24. In or about October 2015, Ms. O'Neill, in her role as Campus Group Administrator, assisted Kevin Arriola, President of The Men's Issues Awareness Society at Ryerson ("MIAS"),



to prepare MIAS' application for Student Group status. Attached as Exhibit "H" to this affidavit is a copy of the email exchange between Ms. O'Neill and Mr. Arriola beginning 13 October 2015, where Ms. O'Neill noted various missing procedures in MIAS' constitution.

25. On or about 19 October 2015, Mr. Arriola submitted MIAS' application for Student Group status to Ms. O'Neill, a copy of which is attached at Exhibit "I".

26. Ms. O'Neill emailed MIAS' executives on 22 October 2015 to inform them that the Committee would be considering MIAS' application for Student Group status on 26 October 2015 and that the Committee would "like an explanation of the nature of your group and what plans you have for events/activities during the year ahead". A copy of Ms. O'Neill's 22 October 2015 email is attached at Exhibit "K" to Mr. Arriola's Affidavit sworn 6 April 2016 (the "Arriola Affidavit").

The Committee Denies the Application to Grant MIAS Student Group Status

27. On 26 October 2015, the Committee held a meeting to discuss, among other things, the MIAS application for Student Group status (the "Committee Meeting"). I was in attendance at the Committee Meeting. Both Mr. Arriola and Alexandra Godlewski, MIAS' Social Media Executive, attended the Committee Meeting and made a presentation about the MIAS application for Student Group status. Attached as Exhibit "J" to this affidavit is a copy of meeting minutes from the Committee Meeting.

28. During the lengthy Committee Meeting the members of the Committee asked Mr. Arriola and Ms. Godlewski various questions about MIAS' purpose as a group, what kinds of issues the group would discuss, and what initiatives it would support.

29. Contrary to paragraph 14 of the Arriola Affidavit, the Committee did not argue or in any way insinuate that “since MIAS was a group focused on men’s issues, it would harass women and make them feel unsafe”. The concern, rather, was that MIAS could legitimize anti-women sentiments on campus and could lead to women feeling unsafe on campus. The Committee expressed this concern to Mr. Arriola and Ms. Godlewski and asked, multiple times, how this would be prevented and addressed by the MIAS executive. Neither Mr. Arriola nor Ms. Godlewski had an answer for this. In one instance, Mr. Arriola’s response was simply that he did not understand why MIAS would make students feel unsafe, because he did not feel unsafe when women held events on campus.

30. After discussing MIAS’ application and asking Mr. Arriola and Ms. Godlewski various questions about MIAS’ purpose and constitution, the Committee moved in camera.

31. The motion to approve the MIAS as a Student Group was defeated. As demonstrated in the meeting minutes, once the Committee was no longer in camera, the Committee explained their main concerns with MIAS; namely, that MIAS’ mandate violated RSU’s policies, including Issues Policy #15 (Women’s Issues) and that MIAS replicated existing services of the Equity Services Centre. As stated in section 36.2 of Operational Policy #36 (Student Group Policy), a Student Group’s actions must not be contrary RSU’s policies. Moreover, to ensure that the RSU’s resources are appropriately allocated, it is the RSU’s practice to deny Student Group status to Non-RSU Groups who replicate services already offered by the RSU, University or another Student Group.

Reasons are Given for the Committee's Denial

32. On 27 October 2015, Ms. O'Neill emailed Mr. Arriola to inform him of the Committee's decision to deny MIAS' application for Student Group status. Ms. O'Neill also encouraged Mr. Arriola to reach out to Andrea Bartlett, the President of RSU at the time, to see how the group could move forward.

33. Later that evening, Mr. Arriola emailed Ms. O'Neill, stating:

... can you please ask the committee to email us about what their grounds are for disapproval? 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.

34. On 28 October 2015, Ms. O'Neill emailed Mr. Arriola and informed him that she would provide reasons as soon as she could. Attached as Exhibit "K" to this affidavit is a copy of this email exchange between Ms. O'Neill and Mr. Arriola.

35. The RSU does not routinely give written reasons to a Non-RSU Group who has been denied Student Group status, unless asked. This practice is codified in Operational Policy #15 (Student Group Appeal Policy), which requires that written reasons for the denial be provided within 10 days of the request.

36. Mr. Arriola subsequently reached out to Ms. Bartlett and requested an in-person meeting and an explanation of why the Committee had denied MIAS' application for Student Group status. It is not customary for the President, or any member of the Committee, to meet individually with the representatives of a Non-RSU Group who has been denied Student Group status. Nevertheless, Ms. Bartlett agreed to meet with Mr. Arriola. The two met on 30 October 2015 (the "30 October Meeting"). Rabia Idrees, RSU's VP Equity was also in attendance at the 30 October

Meeting, as was a journalism student from the University that Mr. Arriola insisted attend the meeting. Attached as Exhibit "L" to this affidavit is a copy of the email exchange leading up the 30 October Meeting.

37. During the 30 October Meeting, and in accordance with the Student Group Appeal Policy, Mr. Arriola was given written reasons for the Committee's decision to deny MIAS Student Group status (the "Written Reasons"). The Written Reasons are a two-page document listing the Committee's concerns. Attached as Exhibit "M" to this affidavit is a copy of the Written Reasons.

38. I have been further advised by Ms. Bartlett that after the Written Reasons were discussed in the 30 October Meeting, Ms. Bartlett suggested that the members of MIAS reach out to the Equity Services Centre who could assist with changes to MIAS' constitution so that MIAS could achieve Student Group status. Ms. Bartlett also informed Mr. Arriola about the process to appeal the Committee's decision.

MIAS Members Appeal the Committee's Decision to the Executive

39. On 3 November 2015, Mr. Arriola emailed Harman Singh, VP Student Life and Events, notifying Mr. Singh that he was appealing the Committee's decision to deny MIAS' application for Student Group status. In this email, Mr. Arriola also indicated that the members of MIAS had contacted the Women and Trans Collective to see if they would assist with amending MIAS' constitution. Attached as Exhibit "N" to this affidavit is a copy of Mr. Arriola's 3 November 2015 email.

40. On 5 November 2015, Mr. Arriola contacted Ms. O'Neill to confirm that he had written to the VP Student Life and Events about appealing the Committee's decision but had not heard back.

Later that day, Mr. Arriola confirmed in an email to Ms. O'Neill that I had spoken to him about the appeal process. Attached as Exhibit "O" to this affidavit is a copy of Mr. Arriola's 5 November 2015 email to Ms. O'Neill and Ms. O'Neill's response.

41. On 11 November 2015, Mr. Arriola once again emailed the RSU and indicated that he was appealing the Committee's decision to deny MIAS' application for Student Group status. Attached as Exhibit "P" to this affidavit is a copy of Mr. Arriola's 11 November 2015 email and Ms. Bartlett's response.

42. On 16 November 2015, Ms. Bartlett advised Mr. Arriola that the next Executive Committee meeting was being held 17 November 2015, and asked Mr. Arriola if he was available to attend. Ms. Bartlett also requested a copy of the appeal presentation that Mr. Arriola would be giving and "any other information" Mr. Arriola chose to present to the Executive. Attached as Exhibit "Q" to this affidavit is a copy of Ms. Bartlett's 16 November 2015 email to Mr. Arriola.

43. Mr. Arriola advised that he was not available for the Executive Meeting on 17 November 2015. As such, the Executive Committee postponed its review of the Committee's decision to the next Executive Committee meeting on 1 December 2015 so that Mr. Arriola, and other representatives from MIAS, could attend.

44. On 17 November 2015, Mr. Arriola sent a revised copy of MIAS' constitution (the "**Revised Constitution**") and a copy of the appeal presentation that he, and other members of MIAS, would give to the Executive Committee. Attached as Exhibit "R" to this affidavit is a copy of the Revised Constitution together with a copy of the MIAS appeal presentation.

45. On 19 November 2015, Ms. O'Neill emailed Mr. Arriola and recommended that MIAS' group constitution be amended to state that the group would not host activities using members of external organizations. Mr. Arriola pressed for a further explanation from Ms. O'Neill on 20 November 2015. Ms. O'Neill responded shortly thereafter and explained that as the appeal was underway, she could not comment any further on MIAS' constitution. Ms. O'Neill reiterated that the appeal would be heard by the Executive Committee on 1 December 2015. Attached as Exhibit "S" to this affidavit is a copy of Ms. O'Neill and Mr. Arriola's email exchange dated 20 November 2015.

The RSU Executive Receive Threatening Messages During the Appeal Process

46. I am advised by Ms. Bartlett that during MIAS' appeal process, Ms. Bartlett received approximately 12 to 15 phone calls and voicemail messages from people, many of whom were not students from the University, demanding that RSU grant MIAS Student Group status. The callers insinuated that if Ms. Bartlett did not grant MIAS Student Group status, something would happen to her. During these calls, callers would reference a newsletter that was sent to members of the Canadian Association for Equality, or CAFÉ, with Ms. Bartlett's email and personal and business phone numbers. Ms. Bartlett has advised me that all the callers used unknown numbers that could not be traced back to them.

47. In response to these phone calls, and Ms. Bartlett feeling threatened, the RSU contacted University security. It was decided that a buzzer would be installed in the RSU office so that someone would have to be buzzed in to be granted access to the RSU office. This kind of security system had never been used by the RSU before.

The Executive Committee Decides to Forward the Appeal to the RSU Board of Directors

48. On 1 December 2015, in accordance with the Student Group Appeal Policy, the Executive Committee heard the appeal of the Committee’s decision to deny MIAS Student Group status (the “Executive Meeting”).

49. During the Executive Meeting, Mr. Arriola made a presentation to the Executive Committee about MIAS’ mandate, the Revised Constitution and MIAS’ association with external organizations. The members of the Executive Committee then had the opportunity to ask Mr. Arriola questions. One of the many questions posed by the Executive Committee was how MIAS’ executive would ensure a safe environment on campus. In particular, Ms. Bartlett informed Mr. Arriola that she had received threatening telephone calls from people insisting that the RSU grant MIAS Student Group status. In response, Mr. Arriola simply stated that MIAS was against hate and harassment but that he could not control other people and that it was an issue for the police.

50. Following a lengthy discussion with Mr. Arriola about MIAS’ purpose and constitution, the Executive Committee moved in camera and resolved that the appeal be brought to the RSU Board of Directors for final deliberation. Once the Executive Committee moved out of camera, Ms. Bartlett notified Mr. Arriola of the Executive Committee’s decision and explained that the Board of Directors would hear Mr. Arriola’s appeal and that he would have an opportunity to present to the Board of Directors.

51. On 8 December 2015, Casey Chu Cheong, RSU Internal Coordinator, wrote to Mr. Arriola to inform him of the Executive Committee’s decision and invite him to present at the next Board of

Directors meeting, which was being held in January 2016. Attached as Exhibit "T" to this affidavit is a copy of Ms. Cheong's email dated 8 December 2015.

52. Attached as Exhibit "U" to this affidavit is a copy of the meeting minutes of the Executive Meeting.

The RSU Board of Directors Denies the Appeal to Grant MIAS Student Group Status

53. On 12 January 2016, Ms. Cheong emailed Mr. Arriola and advised that the Board of Directors meeting was being held on 25 January 2016, and that Mr. Arriola would have the opportunity to make a presentation to the Board of Directors at that time. Non-RSU Clubs do not always get the opportunity to make further submissions to the Board of Directors. Attached as Exhibit "V" to this affidavit is a copy of Ms. Cheong's email dated 12 January 2016.

54. On 25 January 2016, in accordance with the Student Group Appeal Policy, the RSU Board of Directors heard the appeal of the Committee's decision to deny MIAS Student Group status (the "Board Meeting").

55. Mr. Arriola was in attendance at the Board Meeting and had the opportunity to make a presentation and answer the Board of Directors' questions.

56. At the end of the Board Meeting, the Board of Directors voted to uphold the decision of the Committee with a vote of zero for, 12 against, one spoiled and 7 abstentions. Attached as Exhibit "W" to this affidavit is a copy of the meeting minutes from the Board Meeting.

57. On 27 January 2016, Mr. Arriola wrote to Ms. Bartlett and requested "a written statement about the reasons for our group's rejection". It is not a requirement, nor is it a standard practice,



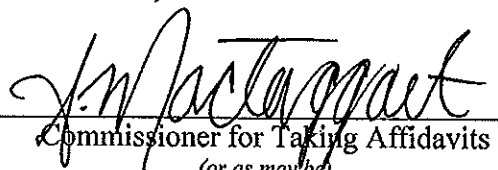
for the Board of Directors to provide written reasons for their decision to grant or deny Student Group status to a Non-RSU Club. In response to Mr. Arriola's request, on 29 February 2016 Ms. Bartlett emailed Mr. Arriola and attached a letter containing further reasons for the decision to deny MIAS Student Group status (the "29 February Letter"). Attached as Exhibit "X" to this affidavit is a copy of Ms. Bartlett's email and the 29 February Letter.

**MIAS Continues to Operate**

58. I am aware that the MIAS continues to have an active presence on the University campus. The MIAS continues to hold meetings, host events and communicate to the University student body and the larger Toronto community.

59. I swear this affidavit in support of the RSU's response in this Application and for no other or improper purpose.

SWORN BEFORE ME at the City of Toronto, in the Province of Ontario on November 25, 2016

  
Commissioner for Taking Affidavits  
(or as may be)

  
OBAID ULLAH

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

KEVIN ARRIOLA et al.  
Applicants

-and- RYERSON STUDENTS' UNION  
Respondent

Court File No. CV-16-660599

**ONTARIO**  
**SUPERIOR COURT OF JUSTICE**  
**PROCEEDING COMMENCED AT**  
**TORONTO**

**AFFIDAVIT OF OBAID ULLAH**

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Lawyers for the Respondent

This is Exhibit "A" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



A handwritten signature in cursive script, reading "Stacey Lynn MacTaggart", is written over a horizontal line.

*Commissioner for Taking Affidavits (or as may be)*

**Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.**

**Note: This document is a consolidation of texts created by the Office of the General Counsel and Secretary of the Board for the convenience of the Ryerson University community.**

**Ryerson University Act, 1977 (amended)**

**INTERPRETATION**

**1.--(1)** In this Act,

- (a) *(repealed)*
- Interpretation** (b) "administrative staff" means the full-time employees of the University who are not members of the teaching faculty;
- (c) "alumni" means the persons who have received degrees, diplomas or certificates from Ryerson Institute of Technology, Ryerson Polytechnical Institute, Ryerson Polytechnic University or Ryerson University and who are no longer registered as students; *(amended)*
- (d) "Board" means The Board of Governors of Ryerson University; *(amended)*
- (e) "Chancellor" means the Chancellor of Ryerson University; *(amended)*
- (f) "Minister" means the Minister of Education and Training;
- (g) "President" means the President of Ryerson University; *(amended)*
- (h) "property" means real and personal property;
- (h.1) "Senate" means the "Senate" of Ryerson University; *(amended)*
- (i) "student" means a person who is registered as such in a program or course of study at the University that leads to a degree, diploma or certificate of the University;

- 2 -

- (j) "teaching faculty" means the full-time employees of the University whose principal duty is the performance of the teaching function or research function of the University, including the employees holding the offices of Dean, Chair or Assistant Chair of a department, or Academic Director;
- (j.1) "University" means Ryerson University; *(amended)*
- (k) "year" means the membership year of the Board or the Senate, as the case may be, and shall be any twelve-month period established by the Board or the Senate, respectively, from time to time; *(amended)*
- Conflict**  
**R.S.O. 1970,**  
**c. 89** (2) In the event of conflict between any provision of this Act and any provision of *The Corporations Act*, the provision of this Act prevails.

### GENERAL

- University** 2.--(1) Ryerson Polytechnic University and the Board of Governors of Ryerson Polytechnic University are continued under the name Ryerson University. *(amended)*
- Corporation** (2) The University is a corporation without share capital composed of the members of the Board of Governors of the University.
- Objects** 3. The objects of the University are:
- (1) The advancement of learning, and the intellectual, social, moral, cultural, spiritual, and physical development of the University's students and employees, and the betterment of society.
- (2) The advancement of applied knowledge and research in response to existing and emerging societal needs and in support of the cultural, economic, social, and technological development of Ontario.
- (3) The provision of programs of study that provide a balance between theory and application and that prepare students for careers in professional and quasi-professional fields.

### BOARD OF GOVERNORS

- Board of**  
**Governors** 4.--(1) The Board of Governors of Ryerson University shall be composed of *(amended)*

- 3 -

- (a) the Chancellor, who shall be a member of the Board by virtue of his or her office;
- (a.1) the President, who shall be a member of the Board by virtue of his or her office;
- (b) nine members, none of whom is a student or an employee of the University, appointed by the Lieutenant Governor in Council for a term of three years;
- (c) three members, none of whom is an employee of the University, elected by the alumni from among themselves for a term of three years;
- (d) three members elected by the teaching faculty from among themselves for a term of two years;
- (e) two members elected by the administrative staff from among themselves for a term of two years;
- (f) three members elected by the students from among themselves for a term of one year; and
- (g) two members, neither of whom is a student or an employee of the University, appointed by the Board for a term of three years.
- (2) The Board shall by by-law determine the manner and procedure of election of its members and shall conduct such elections and determine any dispute as to eligibility to hold office or to vote, and such elections shall be by secret ballot.
- (3) *(repealed)*
- Multiple Terms of Office** (4) Subject to subsections (4.1) and (5), a person may sit as a member of the Board for more than one term but shall not do so for more than three consecutive terms
- Eligibility for reappointment or re-election** (4.1) If a person sits as a member of the Board for three consecutive terms, the person is eligible to sit as a Board member for up to three more consecutive terms if at least one year has elapsed since the expiration of the previous three consecutive terms. *(amended)*
- Exception** (5) The limit of three consecutive terms referred to in subsection (4) does not include service on the Board for the balance of an unexpired term for a person who becomes a member of the Board under subsection (8). *(amended)*
- Membership vacated** (6) A member of the Board ceases to hold office where he or she ceases to be eligible pursuant to,

- (a) subsection 3; or
- (b) clauses *b* to *g* of subsection 1 under which he or she was appointed or elected, as the case may be, except that a student member who graduates during his or her term of office may serve for the remainder of such term.
- Absence from meetings** (7) Where, within any year, a member of the Board, not having been granted leave of absence by the Board, attends less than 50 per cent of the regular meetings of such body, the Board may by resolution declare his or her membership vacant.
- Filling vacancies** (8) Where a vacancy on the Board occurs before the term of office for which a person was appointed or elected has expired,
- (a) if the vacancy is that of an appointed member, the vacancy may be filled by the same authority which appointed the person whose membership is vacant; and
- (b) if the vacancy is that of an elected member, the Board in its sole discretion shall determine if the vacancy is to be filled and, if so and notwithstanding any other provision of this Act, the manner and procedure for so doing, and the person filling such vacancy shall hold office for the remainder of the term of the person whose membership is vacant.
- Quorum** (9) A quorum of the Board shall consist of ten members or such greater number as the Board by by-law may determine, and at least one-half of the quorum shall consist of members of the Board appointed or elected under clauses *b*, *c* and *g* of subsection 1.
- Chair and Vice-Chair** (10) The Board shall elect a Chair and a Vice-Chair from among the members appointed or elected under clauses *b*, *c* and *g* of subsection 1 and in the event of the absence or inability to act of the Chair or of there being a vacancy in that office, the Vice-Chair shall act as and have all the powers of the Chair.
- Absence** (11) In the absence or inability to act of the Chair and Vice-Chair, the Board may appoint one of its members appointed or elected under clauses *b*, *c* and *g* of subsection 1 to act as Chair for the time being and the member so appointed shall act as and have all the powers of the Chair.
- Term of office** (12) The term of office of the Chair and the Vice-Chair shall be as determined by the Board.

- Committees** 5.--(1) The Board may establish committees and appoint persons thereto and, subject to subsection 5, confer upon any such committee authority to act for the Board with respect to any matter or class of matters.
- Majority to be board members** (2) A majority of the members of a committee shall be members of the Board.
- President ex officio member** (3) The President shall be an *ex officio* member of every committee established under subsection 1 unless excluded therefrom by a by-law or a resolution of the Board.
- Nominee** (4) The President, if not excluded under subsection 3 as a member of a committee, may nominate an officer of the University to represent him or her on a committee established under subsection 1, and such nominee shall act in the place and stead of the President on such committee.
- Decision of committee** (5) No decision of a committee that includes in its membership persons who are not members of the Board is effective until approved and ratified by the Board.
- Nominee deemed member of the Board** (6) For the purposes of subsections 2 and 5, an officer of the University nominated by the President under subsection 4 to represent him or her on a committee shall be deemed to be a member of the Board.
- Powers of the Board** 6.--(1) The government, conduct, management and control of the University and its property, revenues, expenditures, business and affairs, except with respect to such matters as are assigned by this Act to the Senate, are vested in the Board, and the Board has all powers necessary or convenient to perform its duties and achieve the objects and purposes of the University including, without limiting the generality of the foregoing, the power, (*amended*)
  - (a) to enact by-laws for the conduct of its affairs;
  - (b) to appoint the President and define his or her duties and responsibilities;
  - (c) to appoint, classify, promote, suspend, transfer, reclassify or remove the members of the teaching faculty and administrative staff and such other employees as it considers necessary or advisable for the proper conduct of the affairs of the University, but no member of the teaching faculty or administrative staff except the President shall be appointed, classified, promoted, suspended, transferred, reclassified or removed unless recommended by the President or such other officer or employee of the University delegated under subsection 4;



- (d) to fix the number, duties and salaries and other remuneration of the officers and employees of the University;
- (e) to delegate such of its powers under clauses *c* and *d* as it considers proper to the President or other officer or employee of the University as may be recommended by the President;
- (f) to provide for the retirement and superannuation of persons referred to in clauses *b* and *c*;
- (g) to provide for payments by way of gratuities, retirement allowances, sick leave allowances, superannuation allowances, pensions, annuities or life insurance, or any combination thereof, payable to any representative of or for the benefit of the persons mentioned in clauses *b* and *c*, or any class or classes thereof, out of a fund or funds comprising contributions made by such persons, or any class or classes thereof, or by the University, or both, or otherwise;
- (h) to expend such sums as may be required for the purposes of funds that are established for the payment of gratuities, retirement allowances, pensions, life insurance, or health insurance, for the benefit of the persons mentioned in clauses *b* and *c*;
- (i) to expend such sums as the Board considers necessary for the support and maintenance of the University and for the betterment of existing buildings and the erection of such new buildings as the Board may consider necessary for the use and purposes of the University and for the furnishings and equipment of such existing and newly-erected buildings;
- (j) to expend such sums as the Board considers necessary for the erection, equipment, furnishings and maintenance of residences and dining halls for the use of the students;
- (k) to acquire, hold and maintain such real property as the Board considers necessary for the use of the students of the University for athletic purposes and to erect and maintain such buildings and structures thereon as it considers necessary;
- (l) to provide such health services, health examinations and physical training for the students of the University as the Board considers necessary;

- (m) to appoint by resolution a member or members of the Board, or any other person or persons, to execute on behalf of the University either documents and other instruments in writing generally or specific documents and other instruments in writing and to affix the corporate seal of the University thereto;
- (n) to borrow money for its purposes upon its credit, and to give such security against the assets of the University by way of mortgage, debenture or otherwise, as it determines;
- (o) to invest all money that comes into its hands that is not required to be expended for any purpose to which it lawfully may be applied, subject always to any express limitations or restrictions on investment powers imposed by the terms of the instruments creating any trust as to the same, in such manner as it considers proper and, except where a trust instrument otherwise directs, combine trust moneys belonging to various trusts in its care into a common trust fund;
- (p) to establish and collect fees and charges for tuition and for services of any kind offered by the University and collect fees and charges on behalf of any entity, organization or element of the University.

**Recommendations by President as to staff**

- (2) The President shall make recommendations to the Board as to the appointment, classification, promotion, suspension, transfer, reclassification and removal of the members of the teaching faculty and administrative staff.

**Recommendation**

- (3) The President may recommend an officer or employee of the University for the purpose of a delegation by the Board under clause e of subsection 1 of certain of its powers.

**Delegation by President**

- (4) The President, subject to the approval of the Board, may delegate his duties under subsection 2 to any other officer or employee of the University.

**Audit of accounts 7. R.S.O. 1979. c.373**

The Board shall appoint one or more public accountants licensed under *The Public Accountancy Act* to audit the accounts and transactions of the University at least annually.

**Annual report to Minister 8.--**

- (1) The Board shall make a financial report annually to the Minister in such form and containing such information as the Minister may require.

**Tabling**

- (2) The Minister shall submit the report to the Lieutenant Governor in Council and shall then lay the report before the Assembly if it is in session or, if not, at the next ensuing session.

- Other reports** (2.1) The Board shall submit to the Minister such other reports, as the Minister may require.
- Annual public report** (3) The Board shall make available to the public an annual report including an annual financial report in such form and manner as the Board may determine.

**SENATE** (*amended*)

- Senate** 9.--(1) There shall be a Senate of the University composed of,
  - (a) the Chancellor, the President, the Vice-Presidents, the Deans, the Chief Librarian and the Registrar, each of whom shall be a member of the Senate by virtue of his or her office; and (*amended*)
  - (b) such other members, not exceeding fifty-one, composed of persons elected by secret ballot, (*amended*)
    - (i) by the teaching faculty from among themselves,
    - (ii) by the students from among themselves, and
    - (iii) by the librarians employed by the University from among themselves, and
    - (iv) by the alumni from among themselves. (*amended*)

**By-laws**

- (2) The Senate shall by by-law determine, (*amended*)
  - (a) the number of members to be elected to the Senate by the teaching faculty, the students and the alumni, respectively;
  - (b) constituencies for each of the groups referred to in clause *b* of subsection 1 and assign persons or classes of persons thereto;
  - (c) the term of office of one, two, or three years, as the case may be, for the members elected by each of the groups referred to in clause *b* of subsection 1; and
  - (d) the procedures to be followed in the election of members of the Senate. (*amended*)
- Elections** (3) The Senate shall conduct the election of its members and shall determine any dispute as to the eligibility of a candidate at such election or of a person to vote thereat. (*amended*)

- Term of office** (4) Where for any reason a by-law of the Senate has not been enacted under clause *c* of subsection 2, the term of office of an elected member of the Senate is one year. *(amended)*
- Eligibility for re-election** (5) Subject to subsection 6, a member of the Senate is eligible for re-election except that no member shall serve for more than two consecutive terms, but on the expiration of one year after having served the second of two consecutive terms, such person may again be eligible for membership on the Senate. *(amended)*
- Exception** (6) The limit of two consecutive terms referred to in subsection (5) does not include service on the Senate for the balance of an unexpired term for a person who becomes a member of the Senate under subsection (8). *(amended)*
- Idem**
- Membership vacated** (7) An elected member of the Senate ceases to hold office where he or she ceases to be eligible pursuant to clause *b* of subsection 1 under which he or she was elected, except that a student member who graduates during his or her term of office may serve for the remainder of the current year. *(amended)*
- Filling vacancy** (8) Where a vacancy occurs for any reason among the elected members of the Senate before the term for which a person was elected has expired, the Senate in its sole discretion shall determine whether the vacancy is to be filled and, if so and notwithstanding any other provision of this Act, the manner and procedure for so doing, and the person filling such vacancy shall hold office for the remainder of the term of the person whose membership is vacant. *(amended)*
- Chair and Vice-Chair** (9) The President shall be the Chair of the Senate and a Vice-Chair shall be elected from among its members in such manner as the Senate may determine. *(amended)*
- Powers of Senate** **10.** The Senate has, subject to the approval of the Board with respect to the expenditure of funds, the power to regulate the educational policy of the University and without limiting the generality of the foregoing has the power, *(amended)*
  - (a) to enact by-laws for the conduct of its affairs;
  - (b) to enact by-laws for the purposes of subsection 2 of section 9 in order to conduct the election of its members;
  - (c) to make recommendations to the Board with respect to the establishment, change or termination of programs and courses of study, schools, divisions and departments;

- (d) to determine the curricula of all programs and courses of study, the standards of admission to the University and continued registration therein, and the qualifications for degrees, diplomas and certificates of the University;
- (e) to conduct examinations, appoint examiners and decide all matters relating thereto;
- (f) to award fellowships, scholarships, bursaries, medals, prizes and other marks of academic achievement;
- (g) to award diplomas and certificates;
- (h) to grant bachelor's degrees, master's degrees, doctoral degrees and honorary degrees consistent with the University's objects;
- (i) to create councils and committees to exercise its powers.

**THE BOARD OF GOVERNORS AND SENATE (amended)**

**Meetings open to public**

**11.--(1)** Subject to subsection 2 and 3, a meeting of the Board or of the Senate shall be open to the public and prior notice of the meeting shall be given to the members of the Board or the Senate , as the case may be, and to the public in such manner as the Board and the Senate by by-law shall respectively determine, and no person shall be excluded from a meeting except for improper conduct as determined by the Board or the Senate , as the case may be. (amended)

**Proviso**

(2) Where matters confidential to the University are to be considered, the part of the meeting concerning such matters may be held *in camera*.

**Idem**

(3) Where a matter of a personal nature concerning an individual may be considered at a meeting, the part of the meeting concerning such individual shall be held *in camera* unless such individual requests that that part of the meeting be open to the public.

**Age of student members**

**12.** Every student is eligible for election to the Board or the Senate whether or not he/she has attained the age of eighteen years. (amended)

**Examination of by-laws**

**13.--(1)** The by-laws of the Board and of the Senate shall be open to examination by the public during normal business hours. (amended)

**Publication of by-laws** (2) The Board and the Senate shall publish their by-laws from time to time in such manner as they may, respectively, consider proper. *(amended)*

**CHANCELLOR**

**Chancellor** 13.1--(1) There shall be a Chancellor of the University.

**Role** (2) The Chancellor is the titular head of the University and shall confer all degrees, honorary degrees, diplomas and certificates.

**Appointment** (3) The Chancellor shall be appointed by the Board on the recommendation of a committee consisting of,  
(a) the President, who shall chair the committee;  
(b) three members of the Board, appointed by the Board; and  
(c) three members of the Senate, appointed by the Senate. *(amended)*

**Term of office** (4) The Chancellor shall be appointed for a term of three years and until his or her successor is appointed.

**Vice-Chancellor** (5) The President is, by virtue of his or her office, the Vice-Chancellor of the University and, in the absence of the Chancellor or when that office is vacant, the Vice-Chancellor shall act in the Chancellor's place.

**PROPERTY**

**Property vested in the University** 14. All property heretofore or hereafter, by statute or otherwise, granted, conveyed, devised or bequeathed to the Board, the University or to any person in trust for or for the benefit of the Board, the University or any of its divisions or departments, subject to any trust affecting the property, is vested in the University.

**Power to deal with property** 15. The University has power to purchase or otherwise acquire, take or receive, by deed, gift, bequest or devise, and to hold and enjoy without licence in mortmain and without limitation as to the period of holding any estate or property whatsoever, whether real or personal, and to sell, grant, convey, mortgage, lease or otherwise dispose of the same or any part thereof from time to time and as occasion may require, and to acquire other estate or property in addition thereto or in place thereof.

**Expropriation** 16.--(1) Subject to the provisions of *The Expropriations Act*,

R.S.O. 1970,  
c. 154

the University may, without the consent of the owner or any person interested therein, other than a municipality or a distinct, regional or metropolitan municipality, enter upon, take, use and expropriate all such land as defined in section 1 of *The Expropriations Act* as it considers necessary for the purposes of the University.

Land vested in  
the University  
not liable to  
expropriation

- (2) Real property vested in the University and used by the University for its purposes shall not be liable to be entered upon, used or taken by any corporation, except a municipal corporation, or by any person possessing the right of taking real property compulsorily for any purpose and no power to expropriate real property hereafter conferred shall extend to such real property unless in the Act conferring the power it is made in express terms to apply thereto.

Tax  
exemption **16.1**

The real property vested in the University and any lands and premises leased to and occupied by the University shall be exempt from taxes for provincial, municipal and school purposes so long as they are actually used and occupied for the purposes of the University.

Limitation  
periods

- 16.2--(1)** For the purposes of *The Limitations Act*, all real property vested in the University shall be deemed to have been and to be real property of the Crown.

### UNIVERSITY FOUNDATIONS ACT, 1992

The Schedule to the University Foundations Act, 1992, is amended by striking out "Ryerson Polytechnic University" and substituting "Ryerson University". (*amended*)

### COMMENCEMENT

Commencement

*This Schedule comes into force on the day the Budget Measures and Interim Appropriation Act, 2007 receives Royal Assent. (amended)*

Note: This document is a consolidation of texts.

(Assented to May 17, 2007)

This is Exhibit "B" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



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*Commissioner for Taking Affidavits (or as may be)*

**Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.**



STUDENTS' ADMINISTRATIVE COUNCIL OF RYERSON

POLYTECHNICAL INSTITUTE

incorporated by Letters Patent dated  
the twenty-seventh day of June, 1967

CHANGE the name of the Corporation to

STUDENTS' UNION OF RYERSON POLYTECHNICAL  
INSTITUTE.

GIVEN UNDER MY HAND AND SEAL OF OFFICE AT THE CITY OF TORONTO IN THE SAID PROVINCE

OF ONTARIO THIS thirty-first

DAY OF March

ONE THOUSAND NINE HUNDRED AND seventy-three.



Minister of Consumer and  
Commercial Relations

This space is for  
Ministry Use Only  
Espace réservé à l'usage  
exclusif du ministère

Insert Ontario Corporation Number  
Insérer le numéro de la personne morale  
en Ontario  
203538

Form 3  
Corporations  
Act  
Formule 3  
Loi sur les  
personnes  
morales

APPLICATION FOR SUPPLEMENTARY LETTERS PATENT  
REQUETE EN VUE D'OBTENIR DES LETTRES PATENTES SUPPLÉMENTAIRES

1. Name of the applicant corporation / Dénomination sociale de la personne morale requérante :

S	T	U	D	E	N	T	S	'	U	N	I	O	N	O	F	R	Y	E	R	S	O	N	P	O	L	Y	T
E	C	H	N	I	C	A	L		I	N	S	T	I	T	U	T	E										

2. The name of the corporation is changed to (if applicable): La dénomination sociale de la personne morale devient (le cas échéant) :

R	Y	E	R	S	O	N	S	T	U	D	E	N	T	S	'	A	D	M	I	N	I	S	T	R	A	T	I	V	E
	C	O	U	N	C	I	L	(	R	Y	E	S	A	C	)														

3. Date of incorporation/amalgamation: Date de constitution ou de fusion: 27 June 1967  
(day/jour month/mois year/année)

4. The resolution authorizing this application was confirmed by the shareholders/members of the corporation on  
La résolution autorisant la présente requête a été ratifiée par les actionnaires ou membres de la personne morale le :

01 November 1996  
(day/jour month/mois year/année)

under section 34 Or 131 of the Corporations Act.  
aux termes de l'article 34 ou 131 de la Loi sur les personnes morales.

5. The corporation applies for the issue of supplementary letters patent to provide as follows:  
La personne morale demande la délivrance de lettres patentes supplémentaires qui prévoient ce qui suit:

5. (cont.)(suite)

2.

"RESOLVED that the corporation apply for Supplementary Letters Patent to change the name of the corporation to Ryerson Students' Administrative council (RYESAC)"

This application is executed in duplicate.  
La présente requête est faite en double exemplaire.

STUDENTS' UNION OF RYERSON  
POLYTECHNICAL INSTITUTE

(Name of corporation/Dénomination sociale de la personne morale)

By/Par: P. E. Cleverio  
(Signature) (Description of Office)  
(Signature) (Fonction)

[Signature]  
(Signature) (Description of Office)  
(Signature) (Fonction)

(corporate seal)  
(sceau de la  
personne morale)

For Ministry Use Only  
À l'usage exclusif du ministère

Ontario Corporation Number  
Numéro de la société en Ontario  
000203538



Ministry of  
Consumer and  
Ontario Business Services  
These Supplementary Letters Patent  
amend the corporation's Letters  
Patent for prior Supplementary Letters  
Patent. Les lettres patentes  
supplémentaires modifient les lettres  
patentes de la société ou  
ajoutent d'autres lettres patentes  
supplémentaires, selon le cas, en date du

Ministère des Services  
aux consommateurs  
et aux entreprises  
Les présentes lettres patentes  
supplémentaires modifient les lettres  
patentes de la société ou  
ajoutent d'autres lettres patentes  
supplémentaires, selon le cas, en date du

JANUARY 04 JANVIER, 2006

Minister of Consumer and Business Services / Le Ministre des Services aux consommateurs et aux entreprises

per/ps Director (A) / Directrice Intérimaire

Form 3  
Corporations  
Act

Formule 3  
Loi sur les  
personnes  
morales

APPLICATION FOR SUPPLEMENTARY LETTERS PATENT  
REQUÊTE EN VUE D'OBTENIR DES LETTRES PATENTES SUPPLÉMENTAIRES

1. Name of the applicant corporation: (Set out in BLOCK CAPITAL LETTERS)  
Dénomination sociale de la personne morale : (écrire en LETTRES MAJUSCULES SEULEMENT)

R	Y	E	R	S	O	N	S	T	U	D	E	N	T	S	'	A	D	M	I	N	I	S	T	R	A	T	I	
V	E	C	O	U	N	C	I	L	(	R	Y	E	S	A	C	)												

2. The name of the corporation is changed to (if applicable): (Set out in BLOCK CAPITAL LETTERS)  
La dénomination sociale de la personne morale devient (le cas échéant) : (écrire en LETTRES MAJUSCULES SEULEMENT)

R	Y	E	R	S	O	N	S	T	U	D	E	N	T	S	'	U	N	I	O	N								

3. Date of incorporation/amalgamation: 1967 Jun 27  
Date de la constitution ou de la fusion Year/Année Month/Mois Day/Jour

4. The resolution authorizing this application was confirmed by the shareholders/members of the corporation on:  
La résolution autorisant la présente requête a été ratifiée par les actionnaires ou membres de la personne morale le : 2005 Nov 09  
Year/Année Month/Mois Day/Jour

under section 34 or 131 of the Corporations Act.  
aux termes de l'article 34 ou 131 de la Loi sur les personnes morales.

5. The corporation applies for the issue of supplementary letters patent to provide as follows:  
La personne morale demande la délivrance de lettres patentes supplémentaires qui prévoient ce qui suit :

"Resolved that the corporation apply for Supplementary Letters patent

To change the name of the corporation from:

Ryerson Students' Administrative Council (RYESAC)

to

Ryerson Students' Union"

"The corporation is not insolvent within the meaning of the subsection 19(4) of Ontario Regulation 181."

This application is executed in duplicate  
*La présente requête est faite en double exemplaire.*

Ryerson Students' Administrative Council (RYESAC)

Current Name of Corporation  
*Dénomination sociale actuelle de la personne morale*

By  
*Par:*



Signature  
*Signature*



Signature  
*Signature*

President

Description of Office  
*Fonction*

Executive Director

Description of Office  
*Fonction*



# Province of Ontario

By the Honourable

ROBERT WELCH,

Provincial Secretary and Minister of Citizenship

To all to whom these Presents shall Come  
Greeting

**Whereas** The Corporations Act provides that with the exceptions therein mentioned the Lieutenant Governor may in his discretion, by Letters Patent, issue a Charter to any number of persons, not fewer than three, of twenty-one or more years of age, who apply therefor, constituting them and any others who become shareholders or members of the corporation thereby created a corporation for any of the objects to which the authority of the Legislature extends;

**And Whereas** by the said Act it is further provided that the Provincial Secretary may in his discretion and under the Seal of his office have, use, exercise and enjoy any power, right or authority conferred by the said Act on the Lieutenant Governor;

**And Whereas** by their Application in that behalf the persons herein named have applied for the issue of a Charter constituting them a corporation for the due carrying out of the undertaking hereinafter set forth;

**And Whereas** it has been made to appear that the said persons have complied with the conditions precedent to the issue of the desired Charter and that the said undertaking is within the scope of the said Act;

**And Whereas** by The Department of the Provincial Secretary and Citizenship Act, 1960-61 it is provided that the Provincial Secretary and Minister of Citizenship may exercise the powers that were conferred on the Provincial Secretary at the time the said Act came into force;

*Know Therefore Know Ye* that under  
the authority of the hereinafore in part recited Acts I do by these  
Letters Patent issue a Charter to the Persons hereinafter named  
that is to say:

Donald James Houghton,  
of the Town of Oakville, in the County of Halton and Province  
of Ontario, Student; George Judson Newell,  
Junior, of the Township of Markham, in the County of York  
and Province of Ontario, Student; Doris Lynn  
Raeburn, of the Township of Caledon, in the County  
of Peel and Province of Ontario, Student; Gordon  
John Ferris, of the Borough of East York, in the  
said County of York, Student; and Barry William  
Hales, of the City of Toronto, in the said County of  
York, Student; constituting them and any others who become  
members of the Corporation hereby created a corporation  
without share capital under the name of

Students' Administrative  
Council of Ryerson  
Polytechnical Institute

for the following objects, that is to say:

- (a) TO act as the representative of the students of Ryerson Polytechnical Institute;
- (b) TO develop and maintain responsible student government at Ryerson Polytechnical Institute;
- (c) TO administer the affairs of the said students at the said Institute and, without limiting the generality of the foregoing, subject to The Charitable Gifts Act and The Mortmain and Charitable Uses Act, to set, collect and administer to the Corporation from the student

fees collected and remitted by the said Institute and such other funds as may become the property of the Corporation by donation, gift, return, business venture, legacy, bequest or howsoever;

(d) TO safeguard the rights of the individual student of the said Institute regardless of race, colour, creed, nationality, ancestry, or place of origin;

(e) TO initiate, promote, direct and provide facilities for the services and activities in which the interests of the students are involved;

(f) TO promote and assist in maintaining decent behaviour, good conduct and proper discipline of the said students of the said Institute in all activities of such students;

(g) TO serve as a recognized medium of communication between the said students of the said Institute and the duly elected and appointed authorities at the said Institute;

(h) TO serve as a representative of and as a liaison between the group or groups of the said students at the said Institute and other institutes, universities and educational institutions;

(i) TO encourage an awareness in the said students of the said Institute of their responsibility within the national and international student community;

(j) TO initiate, sponsor and direct the activities of the said students at the said Institute in which the interests of the students are involved, including, without limiting the generality of the foregoing and for the objects aforesaid, the preparation, printing, publishing, sale and otherwise dealing with of books, papers, reports, periodicals



and printed matter generally;

(k) TO promote and preserve the associations and traditions of the said Institute; and

(l) TO provide scholarships, bursaries and loans to present and prospective students of the said Institute considered suitable by the Corporation;

PROVIDED, however, that it shall not be lawful for the Corporation hereby incorporated directly or indirectly to transact or undertake any business within the meaning of The Loan and Trust Corporations Act;

THE HEAD OFFICE of the Corporation to be situate at the said City of Toronto; and

THE FIRST DIRECTORS of the Corporation to be Donald James Houghton, George Judson Newell, Doris Lynn Raeburn, Gordon John Ferris and Barry William Hales, hereinbefore mentioned;

AND IT IS HEREBY ORDAINED AND DECLARED that the Corporation shall be carried on without the purpose of gain for its members and any profits or other accretions to the Corporation shall be used in promoting its objects;

AND IT IS HEREBY FURTHER ORDAINED AND DECLARED that, upon the dissolution of the Corporation and after the payment

AS  
REPRODUCED  
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OF  
PARLIAMENT

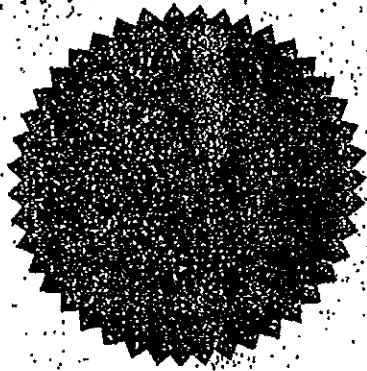
of all debts and liabilities, its remaining property shall be distributed or disposed of to charitable organizations which carry on their work solely in Ontario;

AND IT IS HEREBY FURTHER ORDAINED AND DECLARED that the directors shall serve as such without remuneration, and no director shall directly or indirectly receive any profit from his position as such; provided that a director may be paid reasonable expenses incurred by him in the performance of his duties.

*Given under my hand and Seal of office at the City of Toronto in the said Province of Ontario this twenty-seventh day of June in the year of Our Lord one thousand nine hundred and sixty-seven.*

*Robert Welch*

*Provincial Secretary and  
Minister of Education*



PROVINCE OF ONTARIO

BY THE HONOURABLE JOHN T. CLEMENT,  
MINISTER OF CONSUMER AND COMMERCIAL RELATIONS

WHEREAS THE CORPORATIONS ACT PROVIDES THAT THE LIEUTENANT GOVERNOR MAY IN HIS DISCRETION ISSUE SUPPLEMENTARY LETTERS PATENT TO ANY CORPORATION THAT APPLIES THEREFOR AMENDING OR OTHERWISE ALTERING OR MODIFYING ITS LETTERS PATENT OR PRIOR SUPPLEMENTARY LETTERS PATENT;

AND WHEREAS BY THE SAID ACT IT IS FURTHER PROVIDED THAT THE MEMBER OF THE EXECUTIVE COUNCIL TO WHOM THE ADMINISTRATION OF THIS ACT IS ASSIGNED MAY IN HIS DISCRETION AND UNDER THE SEAL OF HIS OFFICE HAVE, USE, EXERCISE AND ENJOY ANY POWER, RIGHT OR AUTHORITY CONFERRED BY THE SAID ACT ON THE LIEUTENANT GOVERNOR;

AND WHEREAS IT HAS BEEN MADE TO APPEAR THAT THE CORPORATION HEREIN NAMED HAS COMPLIED WITH THE CONDITIONS PRECEDENT TO THE ISSUE OF THE DESIRED SUPPLEMENTARY LETTERS PATENT;

NOW THEREFORE KNOW YE THAT, BEING THE MEMBER OF THE EXECUTIVE COUNCIL TO WHOM THE ADMINISTRATION OF THIS ACT IS ASSIGNED,

I DO BY THESE SUPPLEMENTARY LETTERS PATENT TO


STUDENTS' ADMINISTRATIVE COUNCIL OF RYERSON  
POLYTECHNICAL INSTITUTE

incorporated by Letters Patent dated  
the twenty-seventh day of June, 1967

CHANGE the name of the Corporation to

STUDENTS' UNION OF RYERSON POLYTECHNICAL  
INSTITUTE.

GIVEN UNDER MY HAND AND SEAL OF OFFICE AT THE CITY OF TORONTO IN THE SAID PROVINCE  
OF ONTARIO THIS thirty-first  
DAY OF March  
ONE THOUSAND NINE HUNDRED AND seventy-three.



Minister of Consumer and  
Commercial Relations



# Province of Ontario

By the Honourable

ROBERT WELCH,

Provincial Secretary and Minister of Citizenship

To all to whom these Presents shall Come  
Greeting

**Whereas** The Corporations Act provides that with the exceptions therein mentioned the Lieutenant Governor may in his discretion, by Letters Patent, issue a Charter to any number of persons, not fewer than three, of twenty-one or more years of age, who apply therefor, constituting them and any others who become shareholders or members of the corporation thereby created a corporation for any of the objects to which the authority of the Legislature extends;

**And Whereas** by the said Act it is further provided that the Provincial Secretary may in his discretion and under the Seal of his office have, use, exercise and enjoy any power, right or authority conferred by the said Act on the Lieutenant Governor;

**And Whereas** by their Application in that behalf the persons herein named have applied for the issue of a Charter constituting them a corporation for the due carrying out of the undertaking hereinafter set forth;

**And Whereas** it has been made to appear that the said persons have complied with the conditions precedent to the issue of the desired Charter and that the said undertaking is within the scope of the said Act;

**And Whereas** by The Department of the Provincial Secretary and Citizenship Act, 1960-61 it is provided that the Provincial Secretary and Minister of Citizenship may exercise the powers that were conferred on the Provincial Secretary at the time the said Act came into force;

of all debts and liabilities, its remaining property shall be distributed or disposed of to charitable organizations which carry on their work solely in Ontario;

AND IT IS HEREBY FURTHER ORDAINED AND DECLARED that the directors shall serve as such without remuneration, and no director shall directly or indirectly receive any profit from his position as such; provided that a director may be paid reasonable expenses incurred by him in the performance of his duties.

*Given under my hand and Seal of office at the City of Toronto in the said Province of Ontario this twenty-seventh day of June in the year of Our Lord one thousand nine hundred and sixty-seven.*

*Robert Welch*

*Provincial Secretary and  
Minister of Citizenship*

*Now Therefore Know Ye* that under  
the authority of the heretofore in part recited Act I do by these  
Letters Patent issue a Charter to the Persons hereinafter named  
that is to say: Donald James Houghton,

of the Town of Oakville, in the County of Halton and Province  
of Ontario, Student; George Judson Newell,  
Junior, of the Township of Markham, in the County of York  
and Province of Ontario, Student; Doris Lynn  
Raeburn, of the Township of Caledon, in the County  
of Peel and Province of Ontario, Student; Gordon  
John Ferris, of the Borough of East York, in the  
said County of York, Student; and Barry William  
Hales, of the City of Toronto, in the said County of  
York, Student; constituting them and any others who become  
members of the Corporation hereby created a corporation  
without share capital under the name of

Students' Administrative  
Council of Ryerson  
Polytechnical Institute

for the following objects, that is to say:

- (a) TO act as the representative of the students of Ryerson Polytechnical Institute;
- (b) TO develop and maintain responsible student government at Ryerson Polytechnical Institute;
- (c) TO administer the affairs of the said students at the said Institute and, without limiting the generality of the foregoing, subject to The Charitable Gifts Act and The Mortmain and Charitable Uses Act, to set, collect and administer all funds as may accrue to the Corporation from the student

fees collected and remitted by the said Institute and such other funds as may become the property of the Corporation by donation, gift, return, business venture, legacy, bequest or howsoever;

(d) TO safeguard the rights of the individual student of the said Institute regardless of race, colour, creed, nationality, ancestry, or place of origin;

(e) TO initiate, promote, direct and provide facilities for the services and activities in which the interests of the students are involved;

(f) TO promote and assist in maintaining decent behaviour, good conduct and proper discipline of the said students of the said Institute in all activities of such students;

(g) TO serve as a recognized medium of communication between the said students of the said Institute and the duly elected and appointed authorities at the said Institute;

(h) TO serve as a representative of and as a liaison between the group or groups of the said students at the said Institute and other institutes, universities and educational institutions;

(i) TO encourage an awareness in the said students of the said Institute of their responsibility within the national and international student community;

(j) TO initiate, sponsor and direct the activities of the said students at the said Institute in which the interests of the students are involved, including, without limiting the generality of the foregoing and for the objects aforesaid, the preparation, printing, publishing, sale and otherwise dealing with of books, papers, reports, periodicals

REPRODUCTION PROHIBITED



and printed matter generally;

(k) TO promote and preserve the associations and traditions of the said Institute; and

(l) TO provide scholarships, bursaries and loans to present and prospective students of the said Institute considered suitable by the Corporation;

PROVIDED, however, that it shall not be lawful for the Corporation hereby incorporated directly or indirectly to transact or undertake any business within the meaning of The Loan and Trust Corporations Act;

THE HEAD OFFICE of the Corporation to be situate at the said City of Toronto; and

THE FIRST DIRECTORS of the Corporation to be Donald James Houghton, George Judson Newell, Doris Lynn Raeburn, Gordon John Ferris and Barry William Hales, hereinbefore mentioned;

AND IT IS HEREBY ORDAINED AND DECLARED that the Corporation shall be carried on without the purpose of gain for its members and any profits or other accretions to the Corporation shall be used in promoting its objects;

AND IT IS HEREBY FURTHER ORDAINED AND DECLARED that, upon the dissolution of the Corporation and after the payment

REGISTRATION NUMBER

This is Exhibit "C" referred to in the Affidavit of Obaid Ullah sworn November 25, 2016



A handwritten signature in cursive script, reading "S. MacTaggart", is written over a horizontal line.

*Commissioner for Taking Affidavits (or as may be)*

**Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.**

**BY-LAWS:**

Relating generally to the transaction of affairs of the Ryerson Students' Union; a corporation created without share capital; issued a charter of letters patent the twenty-seventh day of July 1967; subsequently amended and otherwise altered and modified by the Lieutenant Governor of Ontario by supplementary letters patent the thirty-first day of March 1973; hereinafter referred to as The Students' Union.

## Revised:

September 1, 1992  
May 1, 1997  
November 4, 1998  
April 4, 2001  
November 20, 2001  
November 13, 2002  
April 6, 2004  
November 9, 2005  
April 5, 2006  
November 8, 2006  
November 12, 2008  
April 2, 2009  
November 11, 2009  
March 31, 2010  
November 10, 2010  
April 6, 2011  
November 5, 2012  
April 3, 2013  
November 11, 2014

**Ryerson Students' Union By-Laws**

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**Article One (1)  
Organisation of the Students' Union**

- 1.1 Members of the Students' Union shall be deemed to be:
  - a) all individuals who are currently enrolled as a students at Ryerson University and have paid the Ryerson Students' Union student activity fee for the current term of study, which are undergraduate students enrolled in a full-time program and all graduate students; or,
  - b) those persons elected as the Executive of the Students' Union as defined by these by-laws.
- 1.2 The property and business of the Students' Union shall be managed by a Board of Directors which shall be elected and function in accordance with Article 2 of this document.
- 1.3 The Board of Directors shall be assisted by committees, which are to be appointed and function as stipulated in Article Three (3) of this document.
- 1.4 The Board of Directors shall delegate the ongoing operation of the corporation to officers who shall be elected or appointed and function in accordance with Article 4 of this document, and to other employees appointed by the Board of Directors or by the President of the Students' Union.

## Ryerson Students' Union By-Laws

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Directors the name of a student to fill the vacancy on an interim basis. A bi-election will take place in the Fall of the following year to fill the vacancy

- 2.5 Subject to the provisions herein contained, the Board of Directors shall administer the affairs of the Students' Union and make or cause to be made for the Students' Union in its name, all contracts which the Students' Union may lawfully enter into, and generally exercise all such other powers and do all such other acts and things as the Students' Union is authorised to exercise and do.
- 2.6 Without in any way derogating from the foregoing, the Board of Directors is expressly empowered, from time to time, to purchase, lease or otherwise acquire, alienate, sell, exchange or otherwise dispose of shares, stocks, rights, warrants, options, and other securities, lands, buildings and other property, movable or immovable, real or personal, or any right or interest therein owned, for such consideration and upon such terms and conditions as the Board of Directors may deem advisable.
- 2.7 The Board of Directors shall have the authority to establish committees to exercise any function of the Students' Union.
- 2.8 The Board of Directors shall have the authority to at any time call a general meeting of the members or a referendum for the transaction of any business.
- 2.9 The Board of Directors shall exercise general supervision over all the disbursements of the members' monies to all members' organisations and generally exercise supervision over financial operations.
- 2.10 The Board of Directors shall consider the budgets of all committees, operations, and services, and approve the annual operating budget for the Students' Union no later than the 31<sup>st</sup> day of August of the current fiscal year.
- 2.11 The Board of Directors shall have the power to inspect and audit any activity sponsored by the Students' Union.
- 2.12 The Board of Directors shall set down and implement any financial programmes and procedures, including the method of requisition of funds, which shall govern the operations of the Students' Union and its committees.
- 2.13 Directors may receive honoraria as outlined in the Policy Manual.
- 2.14 Directors of the Board shall:

## Ryerson Students' Union By-Laws

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### Article Three (3) Committees

- 3.1 The Board of Directors shall maintain the following ten (10) standing sub-committees:
- a) an Executive Committee;
  - b) an Events and Entertainment Committee;
  - c) a Finance Committee;
  - d) a By-Laws Committee;
  - e) a Student Action Committee;
  - f) a Sustainability Committee;
  - g) a Committee on Equity Issues;
  - h) a Student Groups Committee;
  - i) a Course Unions Committee; and
  - j) a Bursary Committee
- The compositions and mandates of which are dictated in Appendix A of this document.
- 3.2 The Board of Directors shall maintain a standing Graduate Representative Committee and Graduate Council, the composition and mandate of which is set forth in Appendix C of this document.
- 3.3 The Board of Directors may establish ad hoc committees for such purposes and on such terms as it deems appropriate.
- 3.4 The chair of each sub-committee of the Board of Directors shall make reports available upon request of the Board of Directors.
- 3.5 Meetings shall be held at the call of the chair of the sub-committee and may also be held at the request of any two Directors elected to the committee and shall be held at such places within the Province of Ontario and at such times as the chair or Directors on the committee, respectively, may designate to be appropriate and convenient.
- 3.6 Meetings of the Events, Educational Issues, Sustainability and the Equity Issues standing sub-committees shall be open to any member in good standing of the RSU, where a member in good standing refers to any full-time or graduate student of Ryerson that has paid the membership fee.
- 3.7 Notice of the time and place of every meeting of each particular committee shall be communicated by the chair to each Director of that committee at least forty-eight (48) hours prior to the scheduled commencement of such meeting. The notice should, if possible, be accompanied by an agenda.

## Ryerson Students' Union By-Laws

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### Article Four (4) Officers of the Students' Union

- 4.1 There shall be a President, a Vice-President Operations, a Vice-President Education, a Vice President Equity, a Vice-President Student Life and Events, who shall be the officers of the Students' Union.
- 4.2 The President, Vice-President Operations, Vice-President Education, the Vice-President Equity, Vice-President Student Life and Events, shall be ex-officio members of the Students' Union.
- 4.3 Executive members shall work a minimum forty (40) hours per week from May 1, until the end of their term in office. Executive members salary shall be equal, and to be determined from time to time by the Board of Directors.
- 4.4 Executive members are entitled to:
- a) an expense account for work-related activities;
  - b) two (2) weeks vacation, not including the Winter Holiday shut down, to be taken at times to be determined with the President's approval;
  - c) one hundred per cent (100%) extended medical and dental coverage, equivalent to the benefit plans received from the Students' Union by members of the Ryerson Students' Union staff; and,
  - d) one hundred per cent (100%) childcare reimbursement for evening, early morning, and weekend expenses, during work related activities.
- 4.5 The responsibilities of the respective Executive officers are as follows:
- a) **the President:**
    - i. is a signing officer;
    - ii. shall be the legal custodian of the Seal and of all books, records, correspondence, contracts, and other instruments belonging to the Students' Union;
    - iii. liaises between staff and the Board of Directors;
    - v. chairs the semi-annual general meeting, the annual general meeting, and other meetings of the members;
    - vi. participates as a voting member on all Ryerson Students' Union committees except for the Elections Appeals Committee or where there is a conflict of interest;
    - vii. supervises senior management staff;
    - viii. is responsible for the general management and supervision of the affairs and operations of Ryerson Students' Union;
    - ix. is the primary spokesperson for the organisation;
    - x. acts on behalf of the Board of Directors and the Executive Committee between meetings, and where action is immediately necessary;
    - xi. ensures that Vice-Presidents and commissioners carry out their

## Ryerson Students' Union By-Laws

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- xv. trains and advises the incoming Vice-President Operations.
- xvi. Participates in the Ryerson Student Representative Bodies Council (refer to Appendix D)

### c) the Vice-President Education:

- i. liaises and lobbies university administration on academic issues and University policies;
- ii. develops internal and external political campaigns on issues that affect Ryerson students, and is the Ryerson Students' Union representative to community coalitions;
- iii. is the chief delegate to meetings of the Canadian Federation of Students and Canadian Federation of Students Services;
- iv. participates in Canadian Federation of Students campaigns and co-ordinates them at a local level;
- v. makes recommendations to the Board of Directors and the Executive about educational issues and policies;
- vi. participates and provides direction as a voting member of the Executive Committee, Educational Issues Committee, Equity Issues Committee, and the Senate Student Caucus (see Appendix A: Terms of Reference for Standing Committees and Caucuses);
- vii. attends all meetings of the Board of Directors and Executive Committee;
- viii. is responsible for developing and maintaining a list of all donations received on behalf of the organisation;
- ix. is ex-officio and a non-voting member of all Ryerson Students' Union committees except the Elections Procedure Committee and committees where there exists a conflict of interest;
- x. supervises the Educational Issues Commissioner
- xi. trains and advises the incoming Vice-President Education.

### d) the Vice-President Student Life and Events:

- i. participates and provides direction as a voting member of the Executive, Student Groups, Course Unions, and Events and Entertainment Committees;
- ii. plans and co-ordinates Ryerson Students' Union events and student life initiatives;
- iii. co-ordinates the programming of major entertainment events;
- iv. works in consultation with appropriate staff and committees, program events at the Student Campus Centre;
- v. is ex-officio a non-voting member of all Ryerson Students' Union committees except the Elections Procedures Committee and committees where there exists a conflict of interest;
- vi. is a Ryerson Students' Union representative to the Student Centre Management Committee;



**Ryerson Students' Union By-Laws**

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- 4.6 The signing officers shall each be bonded for a minimum of fifty thousand dollars (\$50,000) at the expense of the Students' Union.

## Ryerson Students' Union By-Laws

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- v. participate and provide direction as a voting member of the Senate Student Caucus (see Appendix A: iv. Terms of Reference for Standing Committees and Caucuses)
- 5.5 Seven (7) Directors shall, having been duly commissioned by the Board of Directors, hold the following portfolios:
- a) Student Action
  - b) Student Groups and Course Unions
  - c) Events and Entertainment
  - d) Student Centre
  - e) Equity & Social Justice
  - f) Sustainability
  - g) Athletics
- 5.6 The responsibilities of the respective commissioners are as follows:
- a) **the Student Action Commissioner shall:**
- i. chair meetings of the Educational Issues Committee;
  - ii. in conjunction with the Vice-President Education, organise and implement local, provincial and national education and awareness campaigns on the Ryerson Campus;
  - iii. Assist with the campaigns of the Canadian Federation of Students at the provincial and national level;
  - iv. report once per month to the Board of Directors;
  - v. work with the Student Groups and Course Unions Commissioner and the Campus Groups Administrator to ensure student representation on Departmental Councils and other University committees;
  - vi. work with the Senate representatives on policies related to educational issues; and,
  - vii. perform such other duties as may be determined from time to time by the Board of Directors.
- b) **the Course Unions and Student Groups Commissioner shall:**
- i. in conjunction with the Campus Groups Administrator attempt to ensure vigorous participation of all Student Groups and Course Unions in campus life;
  - ii. act as a liaison between the Board of Directors and all Course Unions and Student Groups and shall maintain communications between Ryerson Students' Union, and Student Services;
  - iii. organise no less than two (2) monthly meetings of the All Presidents Committee per semester;
  - iv. in conjunction with the Campus Groups Administrator organise summer workshops for Student Groups and Course Unions;
  - v. in conjunction with the Course Unions Committee and the Student Groups Committee, formulate policy regarding the

## Ryerson Students' Union By-Laws

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- iii. act as an information resource regarding the conceptualisation, design, construction, operation and management of the Student Campus Centre;
  - iv. report once per month to the Board of Directors;
  - v. report to the Students' Union President; and,
  - vi. shall perform such other duties as may be determined from time to time by the Board of Directors.
- e) the Equity & Social Justice Commissioner shall:**
- i. act as a liaison between the Board of Directors and President's Advisory Committee on Equity;
  - ii. chair the Students' Union Equity Issues Committee;
  - iii. formulate policy regarding equity issues and submit such policy to the Board of Directors for approval;
  - iv. in conjunction with the Vice-President Equity, facilitate campus wide meetings and forums dealing with equity issues;
  - v. work with the Course Unions and Student Groups Commissioner and the Campus Groups Administrator to outreach to the various student groups on campus;
  - vi. In conjunction with the Vice-President Equity, acts as the liaison between the Students' Union and all external and internal groups working on equity issues, such as the Access Centre, Discrimination Harassment Prevention Services and Student Services;
  - vii. report once per month to the Board of Directors; and,
  - viii. perform such other duties as may from time to time be determined by the Board of Directors.
- f) the Sustainability Commissioner shall:**
- i. chair meetings of the Sustainability Committee
  - ii. work with the Vice-President Equity and the Sustainability Committee to develop and implement campaigns regarding sustainability and environmental justice
  - iii. make recommendations to the Board of Directors regarding implementing sustainable practices with in the Students' Union's offices, service centres and at its meetings and events;
  - iv. work with the Sustainability Committee and the appropriate Executives and staff to organize events that focus sustainability and environmental justice issues;
  - v. work with the Vice-President Equity to lobby the University administration to implement sustainable practices and policies on campus;

**Ryerson Students' Union By-Laws**

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Commissioner.

- 5.8 The Board of Directors may, by resolution passed by at least two-thirds (2/3) majority of the votes cast at a regular meeting of the Board of Directors, remove any Commissioner from their portfolio and may, by resolution passed by a simple majority of votes cast at a regular meeting, elect a Director to assume such portfolio.

### **Ryerson Students' Union By-Laws**

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- 6.7 The number of Student Faculty Directors produced per faculty in By-law 6.5 shall not exceed the combined number of Faculty Directors produced through the two (2) smallest faculties listed in By-law 6.3 combined.
- 6.8 The Chief Returning Officer shall determine the number of Student Faculty Directors and their distribution at least thirty (30) days prior to the date of the election.
- 6.9 A first year ear undergraduate student shall be appointed by the President and ratified by the Board of Directors by a 2/3 majority vote at the first board meeting of the fall term.
- 6.10 A first year student is a student that has been a Ryerson Student for less than one (1) year.
- 6.11 The Student Directorial candidates shall have at least twenty-five (25) nominators from their respective faculty/group.

#### **Board of Governor's Representative**

- 6.12 One (1) student elected to be a student member of the Ryerson University Board of Governors shall serve on the Students' Union Board of Directors as an Ex- Officio Director provided that he or she is a bona fide member of the Students' Union. The Student representatives on the Board of Governors may nominate one person from amongst themselves.

#### **Executive By-Laws**

- 6.13 The President, Vice-President Operations, Vice-President Student Life and Events, Vice-President Equity and the Vice-President Education shall be elected by and from the members of the Students' Union at the General Election in the winter term.
- 6.14 The Presidential and Vice-Presidential candidates shall have at least fifty (50) Nominators from any Faculty.
- 6.15 In the event that only one candidate has filed a valid nomination for any of the Presidential or Vice-Presidential offices at the close of the prescribed nomination period, that candidate shall be subject to a Yes/No ratification vote by the members, to be held concurrently with the election of the other Executive members. A "Yes" vote of fifty percent plus one vote (50% + 1) of those cast shall constitute the members' ratification of this candidate to hold the office of the corresponding position.
- 6.16 Following failure of a candidate to meet the ratification conditions as outlined in By-Law 6.15, the Election Appeals Committee shall make recommendations to the Board of Directors regarding dates for a

**Ryerson Students' Union By-Laws**

- 6.27 On or about the first week of April, one (1) director who shall not be a Course Union or Student Group Director-elect or a Student Faculty Director-elect shall be elected from the - Senate elect. With assistance from the Vice-President of Education, the staff resource to the Senate shall be appointed to act as the Chief Returning Officer to oversee the election of one Student Senator. The nomination, campaign and election procedure will be the sole discretion of the appointed Chief Returning Officer and will be notified to the incoming Student Senators via email no later than one week from the vote.
- 6.28 Senator candidates shall have one (1) nominator from any of the student members-elect of Senate.
- 6.29 Every student Senate member-elect shall be eligible to vote.
- 6.30 Each candidate shall be entitled to one (1) scrutineer. Scrutineers may observe the ballot counting.
- 6.31 Ballots shall be counted by the Chief Returning Officer or their designate.
- 6.32 The Chief Returning Officer or their designate shall announce the results of the election immediately following the tabulation.

***Residence Director***

- 6.33 The student chosen from and by the floor presidents of the three (3) Ryerson residences, O'Keefe House, Pitman Hall, and the International Living and Learning Centre, shall be ex-officio a member of the Board of Directors provided that he or she is a bona fide member of the Students' Union.

***Graduate Representative Committee Directors***

- 6.34 Two graduate student directors shall be elected from the Graduate Representative Committee to the Board. Members eligible to hold the office are elected in accordance with the process described in Appendix C. These directors shall hold office from the first day of May until their rightfully elected successor takes office on the first day of May of the following year.

## Ryerson Students' Union By-Laws

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- b) act as Chair of the Election Appeals Committee;
- c) seek the advice of the appropriate staff person with respect to the interpretation of regulations contained herein;
- d) recommend to the Board of Directors the date(s) for the opening of nominations and the date(s) for the closing of nominations with respect to each election;
- e) report the results of each election to the Board of Directors on the evening of the election and at the next regular meeting of the Board of Directors;
- f) hire all polling clerks;
- g) validate all nomination forms;
- h) recommend the date on which candidates may begin to campaign for each election;
- i) maintain, update and enforce a set of Candidate Guidelines;
- j) organise all-candidates' forums as required;
- k) with the Internal Coordinator, co-ordinate all advertising with respect to each election;
- l) collect and review all candidates' expenditure forms;
- m) recommend the date for the submission of expenditure forms; and,
- n) submit a report to the Board of Directors on or about the first week of April in respect to the conduct of each election with recommendations, if any, for changes in election regulations or appeals.

6.44 The Chief Returning Officer shall be hired by the President and appropriate staff person, subject to the approval of the Executive Committee.

6.45 Remuneration will be granted to the Chief Returning Officer in accordance with the budget as approved by the Board of Directors.

### ***Deputy Returning Officer***

6.46 The Chief Returning Officer and Internal Coordinator shall hire a Deputy Returning Officer to assist with the election process.

6.47 Remuneration will be granted to the Deputy Returning Officer in accordance with the budget as approved by the Board of Directors.

### ***By-Laws for Campaign Rules***

6.48 By-Laws 6.48 to 6.85 respect the election of the President, Vice-President Operations, Vice-President Education, Vice-President Equity and Vice-President Student Life and Events from the membership of the Student's Union; the election of Student Faculty Directors from the Faculty of Arts, the Faculty of Community Services, the Faculty of Business, the Faculty of Communication and Design, the Faculty of Engineering and Architectural Science, and the Faculty of Science; the election of the International

## Ryerson Students' Union By-Laws

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a campaign expense form and original receipts by the deadline may result in disqualification upon decision of the Chief Returning Officer.

- 6.59 Each candidate, except those who are declared ineligible for refund or those who have been disqualified by the Chief Returning Officer, shall receive a full refund from the Students' Union against election campaign expenditures as prescribed herein.
- 6.60 All campaign donations must be brought to the attention of the Chief Returning Officer and included in the campaign expense report to be submitted by each candidate. Donated materials shall be assigned a dollar value based on current market value by the Chief Returning Officer and shall be calculated as campaign expenses but will not be considered in the calculation of a refund against election campaign expenditures.

### *Election Material*

- 6.61 Election materials shall not be racist, sexist, homophobic or offensive in any way. Material deemed by the Chief Returning Officer to contravene this regulation shall be removed and destroyed at the discretion of the Chief Returning Officer and/or the appropriate staff person. Any candidate who contravenes this regulation shall face disqualification upon decision of the Chief Returning Officer and/or demerit points awarded at the discretion of the Chief Returning Officer.
- 6.62 The display of election materials shall be done in accordance with the policies of Ryerson University and the regulations outlined in the Candidate Guidelines.
- 6.63 No candidate shall remove, deface, or destroy another candidate's election materials. Failure to comply with this regulation may result in disqualification at the discretion of the Chief Returning Officer.
- 6.64 Election material found within approximately eight (8) metres or within sight of a polling station shall be removed on polling day by the poll clerks.
- 6.65 Election material may be posted or distributed at Ryerson University on election days. Previously posted election materials may remain in place, with the exception of materials posted within 8 metres of a polling station. Failure to comply with this regulation will result in disqualification at the discretion of the Election Appeals Committee.

### *Campaigning Period*

- 6.66 Campaigning shall not occur prior to the official beginning of the election campaign as established by the Chief Returning Officer and appropriate staff person.



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- 6.80 Every member of the Students' Union shall be eligible to vote. Voters must present an acceptable form of photo identification and have their name on the list of voters in order to obtain a ballot. Each voter shall specify which faculty she is enrolled in and shall receive a ballot for that election only.
- 6.81 Results of an election that return an equality of votes for two (2) or more candidates who are running for the same office will ultimately be determined by a coin toss that shall be administered by the Chief Returning Officer. Such a procedure will be final and binding and should take place only after a recount of the ballots confirms the result as a tie vote.

### ***Reporting and Ballot Counting Procedures***

- 6.82 The Chief Returning Officer shall post the numerical results of the election in the Ryerson Students' Union office following the tabulation of all ballots. The results will remain posted in the Ryerson Students' Union office so as to be accessible to the members of the Students' Union for seven (7) full business days following the final day of polling.
- 6.83 By-laws 6.84 to 6.90 apply to paper ballots.
- 6.84 Each candidate shall be entitled to one (1) scrutineer. Failure to appoint such a representative by the deadline established by the Chief Returning Officer will result in forfeiting the right to appoint a scrutineer. Scrutineers are entitled to observe polling stations and ballot counting so long as they abide by the guidelines for conduct set by the Chief Returning Officer.
- 6.85 Ballot counting shall commence immediately following the closing of the polls on the final day of polling.
- 6.86 Only those duly appointed by the Chief Returning Officer shall count ballots. The Chief Returning Officer shall determine which, if any, ballots are to be declared spoiled. Spoiled ballots shall be stored separately from valid ballots and are to be kept and made available by the Chief Returning Officer for examination by each candidate following the tabulation of all ballots.
- 6.87 All ballot boxes shall be secured by the Chief Returning Officer and stored in a secure location outside of the Ryerson Students' Union but on Ryerson Campus to be determined in consultation with the Ryerson Safety and Security Office.
- 6.88 Any candidate may request a recount of ballots within forty-eight (48) hours after the announcement of results. Recount requests shall be submitted by candidates in writing to the Chief Returning Officer.

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- 6.97 If the ruling described in 6.95 is made after the start of voting, the contingency plan shall be implemented with the protocols deemed to be in the best interests of the Students' Union, and may involve paper ballots, if the data for online votes cast has not been compromised it can be used in conjunction with paper ballots to determine the total number of votes cast for each candidate, but any such protocol shall be documented in writing and made publicly available.
- 6.98 In the event that Ryerson Students' Union elections must move to the contingency plan, a mass email must be sent to the Ryerson Students' Union membership prior to the implementation of the contingency plan.
- 6.99 Every member of the Students' Union shall be eligible to vote. Voters must present an acceptable form of photo identification and have their name on the list of voters in order to obtain a ballot. Each voter shall specify which Faculty she is enrolled in and shall receive a ballot for that election only.

### ***Ballot Counting Procedures as Part of the Online Elections Contingency Plan***

- 6.100 Ballots shall be counted in accordance with the procedures outlined in sections 6.82 – 6.90.

### ***By-Elections***

- 6.101 If a position of the Executive, RSU or Graduate Council, becomes vacant in either Summer or Winter terms; an interim appointment by the President will be made and ratified by the Board of Directors by a 2/3 majority vote to last until the next scheduled By- or General Election.
- 6.102 For vacancies during the Fall term, there will be a by-election held between the dates of October fifth (5) and November twentieth (20).
- 6.103 The nomination period for by-elections will be limited to seven (7) business days.
- 6.104 All By-Laws are applicable to the by-election of both Ryerson Students' Union and Graduate Representative vacancies.
- 6.105 The polling period, polling stations and clerks will be determined by the Chief Returning Officer based on necessity and volume of candidates for the by-election.

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- 7.6 One or more members of the Students' Union may require the Board to issue a proclamation of referendum, by submitting to the Board a completed petition in the form prescribed by the Students' Union, containing the following:
- a) a referendum question that complies with paragraph 7.4; and,
  - b) the signatures of, and other required information relating to, at least ten percent of all current members of the association.
- 7.7 At the first meeting of the Board after the association receives a petition pursuant to paragraph 7.5, the board shall appoint a petition review committee consisting of five members of the board who have had no previous involvement with the petition in question and no greater interest in the substantive issues to which it relates than does the association's membership in general. Within ten working days after such board meeting, the petition review committee shall file a report to the board as to whether the petition complies with paragraph 7.5 and was compiled in a fair and reasonable manner.
- 7.8 Upon receiving a report from the petition review committee approving a petition received by the association pursuant to paragraph 7.5, the board shall cause the referendum to be conducted as provided herein.

### ***Participation by Association Employees***

- 7.9 The Board may, by resolution passed by at least a two thirds majority, limit participation in a particular referendum during business hours by one or more particular employees of the Students' Union if the Board feels that such participation would create an undue imbalance in the resources available to promote one of the answers to the referendum question.

### ***Officers***

- 7.10 The Board or its designate shall appoint a chief returning officer and a Referendum Committee, who shall exercise and perform the duties specified herein and in the Students' Union's by-laws. The term of office of the Chief Returning Officer and Referendum Committee shall expire upon the completion of such duties.
- 7.11 As soon as possible after the issue of a proclamation, the Chief Returning Officer shall:
- a) inform the membership, by such means as the Chief Returning Officer
  - b) considers appropriate, of the referendum question and the general manner in which the referendum will be conducted; and

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shall invest resources in any aspect of a particular referendum other than those allocated to it by the Referendum Committee.

- 7.18 The Chief Returning Officer shall maintain a registry of registered advocating committees in which shall be recorded the information detailed in paragraph 7.15 with respect to each such committee.
- 7.19 Where the position of chief agent of a registered advocating committee or of an advocating committee that has applied for registration becomes vacant or the chief agent is unable to perform the duties of the position, the committee shall forthwith appoint a new chief agent and inform the chief returning officer in writing of the name, address and telephone number of the new chief agent.
- 7.20 No one other than a registered advocating committee shall advertise in any medium or post or distribute any material, for the purpose of supporting or opposing a referendum question.
- 7.21 No registered advocating committee shall advertise in any medium or post or distribute any material, unless the advertisement or other material:
  - a) identifies that committee and indicates that the advertisement is authorized by it; and,
  - b) has the documented, prior authorization of the Referendum Committee.
- 7.22 No one, whether a member of a registered advocating committee or otherwise, shall:
  - a) make any statement of fact either in support of or opposition to a referendum question, without evidence substantiating that statement of fact to the satisfaction of the chief returning officer; or discuss any aspect of the referendum in a manner that the chief returning officer considers to constitute harassment.
- 7.23 During the referendum period, the board may, at its discretion, arrange public forums for the advocating committees to make oral presentations to the membership.
- 7.24 No person shall, for the purpose of supporting or opposing a referendum question, violate any pertinent regulations contained in the association's by-laws or this or any other policy issued pursuant thereto.

***Polling Procedure***

- 7.25 The Chief Returning Officer shall establish and maintain a register of members of the association, to be known as the register of electors.

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- 7.36 As soon as reasonably possible after all ballot boxes have been transported to the location prescribed for the counting of ballots, in the presence and full view of all Referendum Committee members, referendum officers and agents of registered advocating committees or witnesses who are present, the chief returning officer shall, with respect to each polling station and in the following order:
- a) count the number of names stricken from the register of electors, and make an entry on the line immediately below the name of the last elector on the list that states, "The number of electors who voted at this referendum in this polling station is (stating the number)", and sign the list;
  - b) count the unused ballot papers undetached from the books of ballot papers, place them with all the stubs of all used ballot papers in an envelope marked for that purpose and indicate thereon the number of unused ballot papers;
  - c) check the number of ballot papers supplied by the deputy returning officer against the number of unused ballot papers and the number of electors from the list indicated as having voted, in order to ascertain the number of ballot papers, if any, not accounted for;
  - d) open the ballot box and empty its contents on a table; and,
  - e) count the number of votes cast for the "yes" answer and those cast for the "no" answer to the referendum question, as well as the number of spoiled ballots, on one of the tally sheets supplied, giving full opportunity to those present to examine each ballot paper.
- 7.37 In counting the votes, the chief returning officer shall declare spoiled all ballot papers:
- a) that have not been supplied by the respective deputy returning officer;
  - b) that have not been marked with any answer to the referendum question;
  - c) on which more than one answer to a referendum question has been marked;
  - d) that have not been marked after the word "yes" or "no" in the space provided; or,
  - e) on which there is any writing or mark by which the elector could be identified.
- 7.38 Forthwith after the official addition of the votes, the Chief Returning Officer shall prepare a written statement showing the total number of votes cast for each of the "yes" answer and the "no" answer to each referendum question and the number of spoiled ballots. The chief returning officer shall, at least two business days but not more than ten business days after all polls have closed, submit that statement to the Board.
- 7.39 Upon receiving the Chief Returning Officer's statement showing the votes cast in a referendum, the Board shall by resolution ratify or reject the

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### Article Eight (8) Meetings

- 8.1 A majority of the voting Directors shall form a quorum for the transaction of business. Except as otherwise required by law, the Board of Directors may hold its meetings at such place or places as it may from time to time determine.
- 8.2 Meetings of the Board of Directors may be formally called by the President, or any Vice-President, or upon the direction in writing of two Directors.
- 8.3 Notice of meetings of the Board of Directors shall be communicated (telephoned, faxed, or electronically mailed) to Directors not less than five (5) business days before the meeting is to take place.
- 8.4 The Board of Directors may appoint a day or days in any month or months for regular meetings at an hour to be named and for such regular meeting a notice need be sent at least five (5) business days in advance. Meetings of the Board of Directors may also be held, without notice, immediately following the annual and semi-annual meetings of members of the Students' Union. The Directors may consider or transact any business, either special or general, at any meeting of the Board of Directors.
- 8.5 Any member of the Students' Union may attend any regular or special meeting of the Board of Directors subject to the provisions of the Charter and by-laws. Speaking privileges shall be obtained from the Chair.
- 8.6 No meeting of the members of the Board of Directors, when formally assembled as the Board of Directors, shall be closed to any member of the Students' Union.
- 8.7 Administrative reports, statements, requests, recommendations, motions and all documents for consideration of the Board of Directors shall be given in writing to the Secretary or President and copied to the Executive Director of Communications and Outreach no less than five business days prior to scheduled meeting. Anything submitted thereafter shall be approved for presentation by a 2/3 majority of the Board of Directors.
- 8.8 The order of business at regular meetings of the Board of Directors shall include, but not be limited to, the following:
- a) minutes of the previous meeting;
  - b) business arising from the minutes;
  - c) appointments and resignations;
  - d) correspondence to the Board;
  - e) unfinished business;

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- 8.16 Questions arising at any meeting of the Board of Directors shall be decided on a majority of votes. In the case of an equality of votes, the motion may be decided by the Chair.
- 8.17 All votes at any meeting of the Board of Directors shall be from Robert's Rules of Order or by ballot if requested by any director present, but if no demand shall be made, the vote shall be taken by simple indication of assent or dissent. This procedure may be superseded by a ballot vote which in turn may also be superseded by a roll call vote. A declaration by the Chair that a resolution has been carried or defeated and an entry to that effect in the minutes shall be admissible as prima facie evidence of the number or proportion of the votes recorded in favour of or against such resolution.
- 8.18 Every year, one semi-annual meeting of the membership shall be during the month of November and one annual meeting of the membership shall be held during the month of April.
- 8.19 The agenda and other such relevant material concerning the annual, semi-annual or special meetings of the membership shall be made available for distribution to the members not less than forty-eight (48) hours prior to such meetings.
- 8.20 The Annual General Meeting (AGM), semi-annual general meeting (SAGM), and any special meetings of the members of the Students' Union shall be held on campus.
- 8.21 At the semi-annual general meeting the audited financial statements for the Students' Union's preceding fiscal year shall be presented by the Vice-President Operations for the information and approval of the members of the Students' Union.
- 8.22 At the semi-annual general meeting, an interim report will be supplied by the President.
- 8.23 At the annual general meeting the out-going President shall deliver annual reports of the programmes of the Board of Directors and recommendations for the following year. Thereupon the outgoing President shall announce the President-elect.
- 8.24 At the annual general meeting the President-elect shall introduce to the membership the Executive-elect and the Directors-elect. The President-elect shall outline generally their goals for the coming year.
- 8.27 One hundred (100) members shall form a quorum at the annual, semi-annual or any other meetings of the members of the Students' Union. If no

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**Article Nine (9)  
Legal and Financial**

- 9.1 The Head Office of the Students' Union shall be located in the City of Toronto in the Province of Ontario, and at such place therein as the Board of Directors may from time to time determine.
- 9.2 The Capital Acquisitions Fund is that portion of fees collected from the members specifically for the purpose of capital expenditures.
- 9.3 Monies from the Capital Acquisitions Fund shall only be allocated for the purpose of capital expenditures.
- 9.4 A motion to allocate capital funds exceeding \$1,500 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 presented to the members of the Board of Directors at the next Board meeting. 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 fund allocations shall be approved by the executive committee.
- 9.5 Deeds, transfers, licences, contracts, and engagements on behalf of the Students' Union shall be co-signed by any two signing officers.
- 9.6 Subject to the other provisions of the by-laws of the Students' Union, contracts in the ordinary course of the Students' Union's operations may be entered into on behalf of the Students' Union by any two signing officers.
- 9.7 Any two of the three of signing officers may acquire and/or transfer, upon ratification, any and all shares, bonds or other securities from time to time standing in the name of the Students' Union is its individual or any other capacity or as trustee or otherwise may accept in the name and on behalf of the Students' Union transfers of shares, bonds, or other securities from time to time transferred to the Students' Union, and may affix The Seal to any such transfers or acceptance of the transfers, and may make, execute and deliver under the Seal any and all instruments in appointment of an attorney or attorneys to make or accept transfers of shares, bonds or other securities on the books of any company or corporation.



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- 9.14 From time to time, the Board of Directors may authorise any director, officer or employee of the Students' Union or any other person to make arrangements with reference to the moneys borrowed or to be borrowed as aforesaid and as to the terms and conditions of the loan thereof, and as to the securities to be given therefore, with power to vary or modify such arrangements, terms and conditions and to give such additional securities for any moneys borrowed or remaining due by the Students' Union as the Board of Directors may authorise, and generally to manage, transact and settle the borrowing of money by the Students' Union.
- 9.15 All Directors, Officers and other employees and their respective heirs, executors and administrators shall at all times be indemnified and saved harmless by the corporation from and against all liability incurred as a result of the execution of duties owed to the corporation, except to the extent that such liability results from the individual's wilful neglect or default.
- 9.16 Any member of the Board of Directors having an interest in any matter before the Board other than the interest of the Students' Union whether or not it is in conflict, whether a pecuniary interest or otherwise, whether directly or indirectly, shall, if present at the meeting at which the matter is considered, declare such interest before the Board. The Secretary shall record all such declarations.
- 9.17 A general notice that a member of the Board of Directors is a member of any specified partnership, firm, company or corporation, shall be sufficient disclosure whether or not the interest of the member is nominal or consists of the holding of a qualifying share or shares, and after such general notice, it shall also be necessary to give separate notice relating to any particular transaction with such partnership, firm, company or corporation.
- 9.18 When notice of interest has been given by a member of the Board of Directors, either general or with respect to a particular matter, any such member must abstain from voting and debate upon any motion or on any matter in which she has such interest. The Secretary shall record all such votes.
- 9.19 Interest of a business nature will be handled by the guidelines in the Ryerson Students' Union Policy Handbook.
- 9.20 A director having an actual or potential conflict of interest with respect to a matter before the Board shall forthwith disclose it to the Board and shall refrain from participating in the discussion of the matter other than to answer questions from other members of the board, and shall refrain from voting on the matter.

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### Article Ten (10) Policies

- 10.1 The policies as set by the Board of Directors will be recorded in the Policy Manual of the Students' Union.
- 10.2 Policy Resolutions shall represent the considered or general view of the Ryerson Students' Union with respect to any issue and may have limited or unlimited temporal reference. A Policy Resolution shall in most respects pertain to the prudent conduct, sagacity, course, or general plan of action to be adopted by Ryerson Students' Union and shall be able to act as a preamble to a resolution to implement. A Policy Resolution shall contain a resolution to implement, which shall be a resolution prescribing a course of action to be adopted as Standing Policy of the Ryerson Students' Union.
- 10.3 Policy Resolutions require one (1) business week's Notice of Motion prior to a vote at a Board of Director's Meeting. A Policy Resolution must be passed by a two-thirds (2/3) vote or by a simple majority and shall thereby be considered Policy of the Ryerson Students' Union.
- 10.4 It must be stated in the actual resolution that it is a Policy of the Ryerson Students' Union.
- 10.5 The rescindment of a Policy of the Ryerson Students' Union shall require a one week's Notice of Rescindment and must be rescinded by a two-thirds (2/3) vote at a Board of Directors meeting.

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may make such recommendations to the Board of Directors with respect to such matters as it may deem appropriate;

- i) the Executive Committee shall have the responsibility to evaluate, continually re-assess and recommend direction to the Board of Directors;
- j) the Executive Committee shall recommend, but shall not initiate policy, which shall only be established by the Board of Directors unless prior permission to make any policy has been given by the Board of Directors;
- k) the Executive Committee shall have the authority to approve expenditures of up to \$1,500.00. Authority to exceed this limit shall be granted by the Board of Directors as it may deem appropriate;
- l) not less than half the appointed members of the Executive Committee shall constitute a quorum. Each member of the Executive Committee, present in person, shall be entitled to vote; and,
- m) the Executive Committee may act in the absence of the Board of Directors provided such action is recorded in the minutes as such and is submitted for approval to the next regular meeting of the Board of Directors.

**STUDENT ACTION COMMITTEE**

- 2. The Board of Directors shall establish a **Student Action Committee** in accordance with the following terms of reference:
  - a) the Student Action Committee shall consist of:
    - i. the Vice-President Education;
    - ii. the Student Action Commissioner;
    - iii. the Student Issues and Advocacy Co-ordinator;
    - iv. the Equity and Campaigns Organizer; and,
    - v. the Deputy Chairperson Education of the Graduate Representative Committee
  - b) the Committee shall also consist of the following members whom shall be appointed by the Board of Directors:
    - i. one (1) Senate Director; and,
    - ii. three (3) Student Faculty Directors
  - d) the Committee shall be appointed at the first meeting of the Board of Directors in May;

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- c) the Committee shall be appointed at the first meeting of the Board of Directors in May;
- d) the Student Groups and Course Unions Commissioner shall be chair of the Course Unions Committee. The Board of Directors shall designate one of the Course Unions Directors as vice-chair who shall act as chair in the absence of the Student Groups and Course Unions Commissioner;
- e) the Course Unions Committee shall appoint from among its members a secretary of the Course Unions Committee, who will be responsible for forwarding all minutes and records of transactions to the Secretary of the Board of Directors;
- f) the Course Unions Committee may review any matters relating to the planning and implementation of course union summits, workshops and other course union events. The Course Unions Committee shall have the responsibility to consider and recommend to the Board of Directors all matters relating to the expenditure of Course Union funds; and,
- g) not less than half the appointed members of the Course Unions Committee shall constitute a quorum. Each member of the Course Unions Committee, present in person, shall be entitled to vote.
- h) No more than one member representing the same course union may serve on the committee with the exception of the Vice-President Student Life and Events and the Commissioner of Course Unions and Student Groups.
- i) Should a position become vacant on the Course Union committee the respective constituent group will be notified of the vacancy and subsequent electoral process to be held no less than one week prior to the next All Executive meeting at which time the by election will occur.

**EVENTS AND ENTERTAINMENT COMMITTEE**

- 4. The Board of Directors shall establish an **Events and Entertainment Committee** in accordance with the following terms of reference:
  - a) the Events and Entertainment Committee shall consist of:
    - i. the Vice-President Student Life and Events;
    - ii. the Events Commissioner;
    - iii. The Campus Groups Director;
    - iv. the Deputy Chairperson Student Life of the Graduate Representative Committee
    - v. Events Co-ordinator
    - vi. the Residence Council representative

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- c) the Committee shall be appointed at the first meeting of the Board of Directors in May;
- d) be chaired by the Vice-President Operations and in their absence by the President;
- e) be appointed at the first meeting of the Board of Directors in May;
- f) meet before August 31<sup>st</sup>, with not less than half of the elected members of The Students' Union appointed to the committee constituting a quorum, to discuss and approve the annual operating budget that shall normally be prepared, with consultation, by the Vice-President Operations and the Executive Director of Operations and Services;
- g) as necessary, review any matters relating to the annual budget and audit of the Students' Union; and,
- h) present to the Board of Directors for ratification the recommended operating budget for the Students' Union for the current fiscal year.

#### STUDENT GROUPS COMMITTEE

- 6. The Board of Directors shall establish a **Student Groups Committee** in accordance with the following terms of reference:
  - a) The Student Groups Committee shall consist of:
    - i. the Vice-President Student Life and Events;
    - ii. the Course Unions and Student Groups Commissioner; and,
    - iii. the Campus Groups Director
    - iv. the Campus Groups Administrator
  - b) the Committee shall also consist of the following members whom shall be appointed by the Board of Directors:
    - i. two (2) other members of the Students' Union who shall each hold an executive position with a Student Group. The elections for these positions shall be held in accordance to the Student Groups and Course Unions Elections as per Article Six (6).
    - ii. one (1) Director
  - c) the Committee shall be appointed at the first meeting of the Board of Directors in May;
  - d) The Course Unions and Student Groups Commissioner shall be the chair of the Student Groups Committee. In the absence of the Course Unions and Student Groups Commissioner, the Vice-President Student Life and Events shall preside at meetings;

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- e) meet as necessary, but no later than two (2) months prior to the Semi-Annual General meeting in November to discuss changes and prepare amendments to the by-laws of The Students' Union;
- f) seek the advice of the Students' Union's legal counsel where applicable;
- g) present amendments to the Board of Directors no later than the October meeting; and,
- h) convene again as necessary in the new year to develop any other amendments to the by-laws that shall be presented to the Board of Directors no later than March meeting and then to the members at the Annual General Meeting in April.
- i) be responsible for updating the most current version of the by-laws to reflect: amendments passed by students at the Semi-Annual General Meeting (SAGM) or the annual general meeting (AGM); changes made in official titles to positions made by Ryerson University and, changes agreed to in the Collective Agreement with the unionized staff of the Students' Union.

**EQUITY & SOCIAL JUSTICE COMMITTEE**

- 8. The Board of Directors shall establish an **Equity & Social Justice Committee** in accordance with the following terms of reference:
  - a) report to the Board of Directors via the Equity Issues Commissioner; be composed of:
    - i. the Vice-President Equity;
    - ii. the Vice-President Education;
    - iii. the Equity Issues Commissioner;
    - iv. the Chairperson of the Graduate Representative Committee; and,
    - v. the Equity and Campaigns Organizer
  - b) the Committee shall also consist of the following members whom shall be appointed by the Board of Directors:
    - i. three (3) Directors
  - c) the committee members shall be appointed at the first meeting of the Board of Directors in May.
  - d) the Committee shall discuss, develop, and formulate policy regarding equity issues and submit such work to the Board of Directors;
  - e) be chaired by the Equity Issues Commissioner;

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- ii. one (1) Graduate Representative Committee member determined by the Graduate Representative Committee shall also sit on the committee;
  - iii. The Equity & Campaigns Organiser; and
  - iv. the Sustainability Commissioner
- b) the Committee shall also consist of the following members who shall be elected from the Board of Directors:
- ii. three (3) Directors;
- c) the Committee shall be appointed at the first meeting of the Board of Directors in May;
- d) the Committee shall discuss, develop, formulate policy and campaigns regarding sustainability issues and submit such work and recommendations to the Board of Directors;
- e) be chaired by the Commissioner;
- f) work with the Vice-President Equity to facilitate campus wide discussion and action on issues sustainability and the environment;
- g) report to the Board of Directors via the Commissioner;

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**APPENDIX C  
Terms of Reference for the Graduate Representative Committee  
and Graduate Council**

**Article 1 - Organisation of the Graduate Representative Committee and Graduate Council**

- 1.1 The Ryerson Students' Union Board of Directors shall maintain a standing Graduate Representative Committee and Graduate Council.
- 1.2 Cases not provided for in these by-laws shall be governed, first by the by-laws of the Ryerson Students' Union, and second, by the current version of Robert's Rule of Order, the interpretation of which shall be made by the chair.

**Article 2 - The Graduate Representative Committee**

- 2.1 The Graduate Representative Committee shall consist of a Chairperson, a Deputy Chairperson Education, a Deputy Chairperson Student Life, a Deputy Chairperson Finance, a Member-At-Large, the President, and Vice-President Education as full voting members, and the Executive Director of Communications & Outreach and Student Issues & Advocacy Coordinator as ex-officio non-voting members.
- 2.2 The Graduate Representative Committee shall act in accordance with the rules governing committees as outlined in Article 4 of this document.
- 2.3 Voting members of the Graduate Representative Committee, excluding the Member-At-Large, shall hold office from May 1 of the current year until such time as their rightfully elected successor takes office on May 1 of the following year.
- 2.4 The Member-At-Large shall hold office from October 1 of the current year until such time as their rightfully elected successor takes office on October 1st of the following year.
- 2.5 The Graduate Representative Committee shall have the responsibility to:
  - a) Organise grad-specific events, initiatives, and campaigns in consultation with the executives
  - b) evaluate, continually re-assess and recommend direction to Council;
  - c) make all financial decisions pertaining to the activities of the Committee in accordance with the annual operating budget granted to the Committee by the Students' Union Board;
  - d) advise the Students' Union representatives on graduate issues;
  - e) work with the National Graduate Caucus and the Ontario Graduate Caucus;



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- Graduate Caucus, National Graduate Caucus and Canadian Federation of Students campaigns at a local level;
- iv. makes recommendations to the Graduate Representative Committee and Council about educational issues and policies;
- v. attends meetings of the Student Action Committee; and,
- vi. trains and advises the incoming Deputy Chairperson Education.

### c) Deputy Chairperson Finance

- i. in consultation with the Vice-President Operations and the Graduate Representative Committee, develops and recommends the annual budget to the Finance Committee;
- ii. prepares and presents quarterly financial reports to the Graduate Representative Committee;
- iii. works with the Vice President Finance to present financial reports to the membership at General Meetings;
- iv. monitors the financial status of graduate students' budget allocations including budget variances and makes recommendations to the Graduate Representative Committee and Council on major expenditures;
- v. keeps minutes of Representative Committee and Council meetings;
- vi. attends meetings of the Sustainability Committee and the Finance Committee; and,
- vii. trains and advises the incoming Deputy Chairperson Finance.

### d) Deputy Chairperson Student Life

- i. works with the Deputy Chairperson Education, Vice President Student Life and Events and staff to coordinate educational and social events for graduate students;
- ii. works with the Vice President Student Life and Events and staff to coordinate orientation;
- iii. attends meetings of the Events and Entertainment Committee; and,
- iv. trains and advises the incoming Deputy Chairperson Student Life.

- 2.8 The Graduate Representative Committee shall present a budget proposal outlining proposed expenditures from the graduate students' budget allocation to the Finance Committee to be included in the RSU Operating Budget.
- 2.9 Voting members of the Committee shall receive honoraria as determined in the graduate students' budget and outlined in policy.

## Ryerson Students' Union By-Laws

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- h) elect program representatives when necessary as outlined in Article Six (6).
- 3.4 Each Program Representative shall hold office for one year following their election.
  - 3.5 The position of Program Representative shall be deemed vacant if a person currently functioning in such a capacity:
    - a) dies, ceases to be qualified, according to these by-laws, to hold office, or resigns in writing to Council;
    - b) is removed from office by a resolution, of which advance notice must be duly given one (1) month prior to a council meeting and passed by a two-thirds majority vote of Council; or,
    - c) neglects to provide Council with a written explanation of their absence within ten (10) business days of failing to attend two (2) consecutive or three (3) non-consecutive meetings of Council without sending notice or regrets.

### Article 4 – Committees

- 4.1 The Graduate Representative Committee may establish ad hoc committees for such purposes and on such terms as it deems appropriate.
- 4.2 The chair of each committee shall preside at meetings and in their absence; the committee shall appoint another of its members to act as chair.
- 4.3 A record shall be kept of the proceedings of every meeting of each committee, and it is the responsibility of each committee to submit a report of such proceedings to the Graduate Representative Committee as soon as conveniently possible.
- 4.4 Committee members, throughout their term of office, shall be enrolled in a program of study in Ryerson University's School of Graduate Studies.

### Article 5 – Meetings

- 5.1 Meetings of Graduate Council shall take place twice a term.
- 5.2 Meetings of the Graduate Representative Committee shall take place from time to time as deemed necessary by the Committee.
- 5.3 Not less than half of all voting members of any committee or Council shall constitute quorum.

## Ryerson Students' Union By-Laws

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- 6.4 Program Representatives shall be elected by their program Graduate Course Union through internal election mechanisms as determined by the GCU.
- 6.5 Where a program Graduate Course Union does not exist and the position of Program Representative is open interested individuals shall inform the Chairperson of their interest in writing along with a list of ten (10) nominators from within their program at least two (2) weeks prior to the meeting at which they wish their candidacy to be considered.
- 6.6 Where more than one (1) candidate from a single program has submitted the necessary valid documentation for consideration at a given meeting, Council shall hold a simple majority vote to determine the winner.
- 6.7 Where only one (1) candidate from a single program has submitted the necessary valid documentation for consideration at a given meeting they shall assume the position through acclamation.
- 6.8 Once a candidate for Council has been elected, either by a vote of Council or by acclamation, the position of Program Representative for their program shall be deemed closed.
- 6.9 At its first meeting of the academic year, Council shall elect a Member-At-Large to the Graduate Representative Committee.
- 6.10 The Member-At-Large shall be enrolled in a graduate program and must be a graduate student for the entire academic term. The Member at Large position is responsible to assist with the work of the Graduate Representative Committee and to outreach and communicate to all graduate members and facilitate the work of Graduate Course Unions.

### ***Article 7 - Graduate Course Unions (GCU)***

A Graduate Course Union shall be ratified by the Graduate Representative Committee upon a majority vote during a regular schedule meeting of the Graduate Representative Committee where quorum is present. Upon ratification and on a yearly basis the Executive of each Graduate Students' Association must submit an up to date contact list of Executive members to the Graduate Chairperson and the Campus Groups Administrator.

CCU's that are established after the date of October 31<sup>st</sup> must have a valid constitution and must submit a copy to the Graduate Chairperson and Campus Groups Administrator. This list must include contact information for elected officers for each Graduate Course Union within two weeks of being established.

### Ryerson Students' Union By-Laws

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- 1.3 In the event that a new student elected body is created to represent a faculty, its President and equivalent of Vice President of Operations shall become members of this council pending ratification by the council.
- 1.4 In order to create consistency, the Executive Director of Operations and Services for the Ryerson Students' Union, and the support staff from each Society's Faculty shall be non-voting members of the council.
- 1.5 In the event that a new student elected body is created to represent a faculty, their equivalent manager shall become a non-voting member of the council pending ratification of the council.
- 1.6 The council shall meet in June, September, and January of each year.
- 1.7 Quorum for meetings shall be 2/3 of voting members.
- 1.8 Motions other than those that would change the By-Laws may be passed at meetings by 50% + 1 majority vote.
- 1.9 In the event of a tie, the chair will break the tie.
- 1.10 Meetings shall be chaired by a student elected member of the Board of Governors

This is Exhibit "D" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



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*Commissioner for Taking Affidavits (or as may be)*

**Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.**

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# **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

Issues Policy # 1  
**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.



Issues Policy #4

**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.

Issues Policy #5  
**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.

Issues Policy #6

**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.

Issues Policy #8  
**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.

Issues Policy #9  
**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.



Issue Policy #10

## **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.

Issues Policy #11  
**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.

Issues Policy #12  
**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.

Issues Policy #13

**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.



Issues Policy #14  
**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 over-representation 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

## Operational Policy #1

# 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](http://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, postering, 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.

**Issues Policy #3****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.

**Operational Policy #5****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](mailto: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](mailto: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 and 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.

Operational Policy #12

**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)

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.

- 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 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/impooverished 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.

Operational Policy #16  
**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.



**Operational Policy #17**  
**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

Operations Policy # 18  
**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.

Operational Policy #19  
**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 31<sup>st</sup>;
- 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 31<sup>st</sup>;
- 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 31<sup>st</sup> 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 1<sup>st</sup>;
- 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 31<sup>st</sup>, June 30<sup>th</sup>, September 30<sup>th</sup>, and December 31<sup>st</sup>;
- 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](http://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.

Operational Protocol #22  
**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.

Operational Policy #24  
**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 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

Operational Policy #27

**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.

Operational Policy # 28  
**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.

Operational Policy #29  
**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

Operational Policy #30  
**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.

Operational Policy #31

**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.

Operational Policy #33  
**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.

Operational Policy #35  
**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 30<sup>th</sup> 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 1<sup>st</sup>.

36.8 All Student Groups are required to file a membership list annually, no later than September 30<sup>th</sup> 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 1<sup>st</sup> 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 2<sup>nd</sup> and September 15<sup>th</sup>, 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 15<sup>th</sup> 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.

Operational Policy #37  
**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.



Operational Policy #38

## **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.

Operational Policy #41

**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 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



This is Exhibit "E" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



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*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

# Meeting of the Board

## Minutes

Ryerson Students' Union (RSU) – Local 24 Canadian Federation of Students  
Thursday March 4, 2013 @ 3:00– Room D Student Centre, Toronto, Ontario

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### BOARD MEMBERS EXPECTED TO ATTEND

Rodney Diverlus	President
Melissa Palermo	Vice-President Education
Marwa Hamad	Vice-President Equity
Andrew McAllister	Vice-President Operations
Ifaz Iqbal	Vice-President Student Life and Events

### Faculty of Arts Directors

Tiffany Landau

Annalise Huynh NP

### Faculty of Business Directors

Fahim Ahmed Kerry Ann Poorman NP

Marc Castillo NP Baveen Kaur Saini NP

Gerald Mac NP

### Faculty Communication and Design Directors

Danielle Brogan Abdi Omer

Marijuan Miric

### Faculty of Community Services Directors

Neda Hamzavi Archana Kathir NP

Catalina Hernandez NP Andrew Randall NP

### Faculty of Engineering, Architecture and Science Directors

Durand Jarrett-Amor Defina Karadjova NP

Karl Isador NP Syed Mohammed Mahmood NP

### Faculty of Graduate Studies Directors

M.Ebrahim Poulad Golam Morshed

### Other Representatives

Course Unions Director Flavio Firmino-Lunda NP

Residence Representative Grant Mason

Senate Representative Monika Madik NP

Student Groups Abdallah El-Falou NP

Gilary Massa

Executive Director of Communications & Outreach, *ex-officio*

Osmel Maynes

Executive Director of Operations & Services, *ex-officio*

### ABSENT WITH REGRETS

Monika Madik

Annalise Huynh

Abdullah El-Falou

Defina Karadjova

Andrew Randall

# Meeting of the Board

## Minutes

Ryerson Students' Union (RSU) – Local 24 Canadian Federation of Students  
 Thursday March 4, 2013 @ 3:00– Room D Student Centre, Toronto, Ontario

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### 1. CALL TO ORDER 3:36PM

### 2. ADOPTION OF THE AGENDA

#### A. MOTION 2013-01-10: A01

**BE IT RESOLVED THAT** the agenda be accepted as presented.

Moved: Hamad

Seconded: Poulad

Result: carries

### 3. MINUTES OF PREVIOUS MEETINGS

#### A. MOTION 2013-01-10: M01

**BE IT RESOLVED THAT** the minutes of the January 7, January 21, February 20 Executive Committee meeting be accepted as presented in **Appendix A** and the minutes of the January 10 Board of Directors meeting be accepted as presented in **Appendix B**

Moved: McAllister

Seconded: Palermo

Result: carries

### 4. NEW BUSINESS

#### A. CHIEF RETURNING OFFICER REPORT APPENDIX C

##### MOTION 2013-03-04:N01

**WHEREAS** the Chief Returning officer is required by the bylaws to provide a report to the Board on the procedures of the election; and

**WHEREAS** the report makes a series of recommendations that should be considered by the 2014 Chief Returning Officer; therefore

**BE IT RESOLVED THAT** the Ryerson Students' Union Board accept the Chief Returning Officer Report and forward the Report to the appropriate RSU staff person and the 2014 CRO to implement in the 2014 RSU election.

**BE IT FURTHER RESOLVED THAT** the ballots from the 2013 General RSU Elections be destroyed

Moved: Omer

Seconded: McAllister

Result: Carries

Poulad: I wish we have more time to go over this report. Can we push it for another week or so. I wish I can read everything. I don't think the Grad debate should be included. It did not happen. I went to this debate and I left so it did not happen because no grads were there. No doubt it is a great report but I want to read it.

# Meeting of the Board

## Minutes

Ryerson Students' Union (RSU) – Local 24 Canadian Federation of Students  
Thursday March 4, 2013 @ 3:00– Room D Student Centre, Toronto, Ontario

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### **B. POLICY ON WOMEN'S ISSUES** **MOTION 2013-03-04:N02**

**WHEREAS** The Ryerson Students' Union's women's issues policy is in need of updating

**WHEREAS** there has been an increase of anti women's rights groups on campuses across the country.

**BE IT RESOLVED** that the RSU's "Women's issues" Policy be amended to include the following under the "The Ryerson Students' Union Opposes":

"4. Groups, Meetings or events that that promote misogynist views towards women and ideologies that promote gender inequity, challenges women's right to bodily autonomy, or justifies sexual assault.

5. The concept of misandry as it ignores structural inequity that exist between men and women

6. Groups, meetings, events or initiatives negate the need to centre women's voices in the struggle for gender equity."

**Moved:** Hamzavi

**Seconded:** Landau

**Result:** Carries

Hamzavi: The purpose is three fold. Update the policies that we have around women's issues. March 8 is International Women's Day . The purpose is that there has been a lot of work across campus that are by anti women's rights groups. These groups are anti women's rights, anti gay rights, anti trans and we need to combat these movements. The additions we have here are against the campaigns. Reverse ableism, reverse homophobia, reverse transphobia. We want to acknowledge these concepts to help further stop oppression. We want to give women a chance to voice their concerns. We want to create this policy fro the student union to take a stance against these policies.

### **C. LEGAL EXPENSES**

#### **MOTION 2013-03-04:N02**

**WHEREAS** students are living in hard conditions and don't deserve to get another hardship from RSU executives.

# Meeting of the Board

## Minutes

Ryerson Students' Union (RSU) – Local 24 Canadian Federation of Students  
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**WHEREAS** RSU legal fee expenses increased from \$27,000 in 2010-11 to \$79,000 in 2011-12, which translate an increase of 193% in one year!

**WHEREAS** students' representatives are meant to voice on behalf of their constituency; and students' voice is a right.

**BE IT RESOLVED** that the RSU executive should bring any issues with students' leaders into RSU Board before consulting with outside lawyers.

**Moved: Poulad**

**Seconded: Landau**

**Result: Defeated**

**Diverlus: Motion to go in camera 3:51pm**

**Moved: Diverlus**

**Seconded: Iqbal**

**Result: Carries**

**Motion to come out of camera 4:16pm**

**Moved: Isador**

**Seconded: Hamad**

**Result: Carries**

**Motion to Recess 4:19pm**

**Moved: Landau**

**Seconded: Iqbal**

**Result: Carries**

Call to order 4:32pm

**Motion to adjourn**

**Moved :Landau**

**Seconded: Isador**

**Result: Carries**

Adjourned 4:34pm

## D. GRAD AUTONOMY

### MOTION 2013-03-04:N03

**WHEREAS** graduate students' population is about 3000 at Ryerson University (RU).

**WHEREAS** graduate students' needs and demand are different and requires special attentions, which can be implemented by graduate students, who are focused on grads issues only.

# Meeting of the Board

## Minutes

Ryerson Students' Union (RSU) – Local 24 Canadian Federation of Students  
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---

**WHEREAS** graduate students deserve a stronger voice in regards to grads' affairs at RU; thus, they deserve their own association.

**BE IT RESOLVED** that the petition for a referendum on the initiation of the Ryerson Students' Union (RGSU) be accepted.

**BE IT FURTHER RESOLVED** that the Board establishes Petition Review Committee, as per RSU bylaw article 7.6.

**Moved:** Poulad      **Seconded:**      **Result:**

### E. FOOD SERVICES (PRESENTATION)

#### MOTION 2013-03-04:N04

**WHEREAS** Ryerson University has operated under an exclusive food contract with Aramark, a for-profit food services provider, since 1993;

**WHEREAS** the contract has been renewed on multiple occasions with little to no student input or consultation;

**WHEREAS** food in campus cafeterias remains overpriced, un-sustainable, inaccessible to those with dietary needs and low quality;

**WHEREAS** students have shown great interest in an alternative food service program that would deliver high-quality food at an affordable price;

**WHEREAS** the campus food survey conducted last fall revealed price and affordability as the top two concerns with food on campus;

**WHEREAS** proposals to change food on campus and go with an alternative, not-for-profit provider or run food services in-house have been rejected;

**WHEREAS** Ryerson University is moving forward with issuing a Request for Proposal (RFP) to sell-out food services to another for-profit food corporation, upon expiration of its current contract with Aramark in May 2013;

**BE IT RESOLVED THAT** the Ryerson Students' Union continues to pressure the Ryerson Administration to develop a not-for-profit, co-operatively owned and Ryerson-based food services alternative for the delivery of food on campus;

# Meeting of the Board

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**Moved:** McAllister      **Seconded:**                      **Result:**

**F. BUDGET UPDATE**

**G. REPORT OF THE EXECUTIVE AND GRADUATE EXECUTIVE**    appendix D

**H. FEDUCERY DUTIES**

**I. ANNOUNCEMENTS**

AGM  
Upcoming Events

**J. MOTION TO ADJOURN**

**MOTION 2013-01-10 A01**

Be it resolved that the meeting of the Board be adjourned.

**Moved:**                                      **Seconded:**                                      **Result:**

This is Exhibit "F" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
\_\_\_\_\_  
*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.





## University Administrative Policies

### Temporary Use of Space Policy

- Related Documents: [Temporary Use of Space Procedure](#)
- Approval Dates: August 2014
- Approved by: Vice President, Administration and Finance
- Jurisdiction: Vice President, Administration and Finance; Director, University Business Services
- Next Review: August 2017

#### I. Purpose

The purpose of this policy is to facilitate requests for use of temporary space at Ryerson University ("Ryerson").

Ryerson embraces academic freedom, excellence and integrity while respecting principles of equity, diversity and inclusion.

#### II. Principles

- The lands and buildings of Ryerson are private property and Ryerson reserves the right to control access to its campus, and the use of its space and facilities.
- Students, faculty, staff or members of a governing body of Ryerson are considered Ryerson Community Members ("Community Members"). All others are Users.
- Community Members may use Ryerson space provided that it is reserved in advance and it is used in compliance with all Ryerson policies, procedures and municipal by-laws. For example, and without limiting the generality of the foregoing, Community Members and Users must comply with Ryerson's sound amplification guidelines, parking regulations, smoking restrictions, fire and safety requirements, etc. Federal and Provincial statutes and municipal by-laws relating to private property and the rights of individuals will apply without condition.
- Ryerson upholds the principles of freedom of speech and freedom from intimidation and harassment. All persons having access to and use of Ryerson space shall observe these principles, and the laws of Canada.
- Temporary users of space are expected to pay for any costs to the University caused by this use, for example cleaning, waste removal, security etc.
- Ryerson may determine rental rates for temporary use of space and will make those rates publicly available.

#### III. Scope

This policy applies to anyone who wishes to apply for or has been provided temporary use of Ryerson space, including but not limited to outdoor areas of the campus ("Event Organizer").

#### IV. Policy

Ryerson has the right and responsibility to manage the use of, and access to, its interior and exterior space to ensure that the University's academic and non-academic activities, the safety of the community and facilities, and the University's reputation are not compromised.

Ryerson reserves the right to withdraw or deny access to use of its facilities, and to take action on any outstanding fees or damages and to pursue such other remedies as are available at law, if the policies and procedures set forth herein are not followed.

#### V. Roles and Responsibilities

##### Safety and Security:

The Event Organizer is responsible for making necessary arrangements with Ryerson's Security and Emergency Services for any special security services. Costs associated with such security arrangements will be charged to the user of the facilities. After evaluating security requirements, Ryerson's Security and Emergency Services may recommend use of an external security agency.

##### Insurance:

Ryerson requires that the Event Organizer arrange for insurance coverage, sufficient for the temporary use of space, and that it is in force throughout the duration of the event in order to protect the interests of the University.

**Damage:**

The Event Organizer will be financially responsible for any damage attributable to their use of the University's furniture, equipment, building or facilities.

**Media Services:**

The Event Organizer is responsible for arranging any audio-video and presentation equipment required directly with Media Services at Ryerson.

**Food Services:**

The Event Organizer is responsible for arranging any catering required for the event directly with Ryerson Food Services.

**Waste Removal and Extraordinary Cleaning:**

Costs associated with waste removal and/or any extraordinary cleaning due to the event will be charged to the user of the facilities.

**VI. Procedures and Confirmations**

Ryerson space shall be reserved, confirmed and used in accordance with the procedures, terms and conditions, and guidelines that shall be established pursuant to this Policy from time to time.

**VII. Jurisdiction**

This policy falls under the jurisdiction of the Vice President, Administration and Finance. The interpretation and application of this policy is the responsibility of Director, University Business Services.

**VIII. Next Review**

This policy is subject to review every three (3) years.

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## University Administrative Policies

### Temporary Use of Space Procedure

- o **Related Documents:** [Temporary Use of Space Policy](#)
- o **Approval Dates:** August 2014
- o **Approved by:** Vice President, Administration and Finance
- o **Jurisdiction:** Vice President, Administration and Finance; Director, University Business Services
- o **Next Review:** August 2017

Ryerson University ("Ryerson") space is managed and booked through University Business Services and the booking contacts for the relevant spaces.

#### I. Use of Facilities

1. Members of the Ryerson Community and others may use Ryerson space provided that it is reserved in advance in accordance with the principles presented in the Policy and that it is used in compliance with all other University policies and regulations, and all applicable laws. If the policies and procedures for the temporary use of Ryerson space are not followed by any individual or group, Ryerson reserves the right to withdraw or deny access to the use of its facilities and space, and to take action for payment of any outstanding fees or damages, and to pursue such other actions or remedies as may be available under University policy or at law.
2. External requests for the temporary use of Ryerson space are considered largely on the basis of information provided by the Event Organizer through the Inquiry Form (insert link). Misrepresentation or omission of relevant information may result in the cancellation of the reservation without notice to or recourse by the requestor.
3. The Event Organizer shall vacate the premises at the time indicated on the application/permit or at the instruction of emergency personnel and/or Ryerson Security and Emergency Services personnel.

#### II. Booking Process

1. Requests for booking space from Ryerson faculty and staff are made directly to the associated booking contact at least 15 working days in advance of the event.
2. Requests from Ryerson students are made through the Student Event Management website (<http://www.ryerson.ca/stuproo/event/eventmanagement/index.html>)
3. External users requesting temporary use of space should fill out the Inquiry Form and submit to the associated booking officer at least 15 working days in advance.
4. Priority ranking for the use of University space that is generally available for booking will be:
  - a. Ryerson Community Members;
  - b. Academic Invitees;
  - c. Recognized Student Groups; and
  - d. External Bookers.

#### III. Rental Rates

1. Rental rates are determined at the discretion of Ryerson (*insert url here to link to rates and maps*)
2. Rates are discounted for internal users.

#### IV. Other Charges

1. The Event Organizer will be required to carry liability insurance for the event, the provisions and amount of which will be subject to the approval of the University. Proof of this insurance must be on file in advance of the event with the booking contact.
2. Over and above the rental charge and the insurance cost, all users will be required to pay any relevant additional costs which the Event Organizer is responsible for arranging directly with the services. Examples of additional costs may include the following:
  - a. Use of public address, audio-visual or other presentation equipment or operators from Ryerson's Media Services  
<http://www.ryerson.ca/ccs/resources/media/services/>;
  - b. Catering services from Ryerson's Food Services :  
<http://www.dineoncampus.ca/ryerson/catering/>;

- c. Additional caretaking costs and/or extraordinary cleaning arrangements with Campus Facilities and Sustainability:  
<http://www.ryerson.ca/campusfacilities/>;
  - d. Ryerson may, as a condition of booking, require that authorized security be made available during the use of the space at the expense of the user through Ryerson's Security and Emergency Services :  
<http://www.ryerson.ca/irm/index.html>;
  - e. Special setups where applicable; and/or
  - f. Damage or undue wear and tear.
3. Charges for such costs will be reported to the booking contact who will provide them to the Event Organizer for payment.
  4. Events cancelled before ten working days will incur no charges. The user will be required to provide the notice of cancellation in writing in all circumstances. Groups that have booked space and fail to cancel at least ten working days in advance may be charged the relevant booking rates and any additional costs that have been incurred, whether or not they actually use the space.

## V. Refusal/Cancellation of Bookings

1. Ryerson may refuse any booking request in accordance with its Temporary Use of Space Policy. In particular, the following are examples where Ryerson may refuse a request to book the use of its space:
  - a. Where there are health and safety concerns related to the use of space requested;
  - b. Where there has been misrepresentation, unusual wear and tear, or breaches of Ryerson policy or any applicable laws regarding previous events involving the requesting organization, whether or not they are Ryerson Community or External users;
  - c. When insufficient notice is given;
  - d. When there has been a failure to pay outstanding invoices or a breach of the Policy or Procedures.
2. Ryerson reserves the right to cancel space booking should the space be required for academic purposes. In such a situation, efforts will be made to find a suitable alternative space, failing which, fees and deposits paid in advance will be refunded, if applicable.
3. In an emergency situation beyond the control of the University (including fire, natural disaster, criminal act or other threat), it may be necessary to cancel a space reservation. In these situations, efforts will be made to find an alternative venue and/or date and time.
4. A Ryerson Community group who has been refused a booking can make a written request for a review of the refusal to the Director, University Business Services and thereafter to the Vice President, Administration and Finance, whose decision on the matter will be final.

## VI. Conditions and Regulations Governing the Use of Facilities

1. Booking contacts are required to have the following elements as part of the Inquiry Form:
  - a. Individual and Organization contact information;
  - b. A sufficient description of the event;
  - c. Conditions for booking including:
    - i. Written agreement by the user to abide by the Policy, these Procedures and all applicable Ryerson policies, procedures and municipal by-laws.
    - ii. Written confirmation that the premises are for the sole use of the requesting group and not for any other group.
    - iii. Confirmation that the user will comply with the cancellation policy.
2. Misrepresentation or omission of relevant information may result in the cancellation of the reservation without notice to or recourse by the requestor.
3. Temporary bookings may be pre-empted by requests for academic use of a space, when such a request is received in a timely manner. In such circumstances, reasonable efforts will be made to reschedule or relocate the pre-empted booking.
4. Promotional material may be posted only on notice boards provided for that purpose.
5. The reserving group agrees to ensure that no alterations to or tampering with University fabric, utilities or facilities will occur without explicit permission of an authorized booking contact. If any such work is approved, it may only be carried out by persons authorized by the University.
6. No open flame, heating apparatus and/or cooking apparatus may be used without explicit permission of the booking contact.
7. The cost of repairing or replacing damaged Ryerson facilities incurred as the result of an event will be borne by the Event Organizer. Such repairs or replacements will be done by Ryerson.
  - a. Alcohol use and service on campus is governed by the *Liquor License Act of Ontario*, and the associated regulations under the Act. Permission to

rent or use Ryerson campus facilities does not automatically convey the privilege of alcohol licensing. The use and service of alcohol in a campus facility is administered through the Director, University Business Services and is coordinated by the booking contact. Licensing facilities is dependent on meeting all of the provincial and municipal approvals and the conditions applied by the Director, University Business Services, which include all arrangements for the delivery and service of alcohol to be served in the facility.

- b. Approvals for licensed events are given on a case-by-case basis.
8. Maximum room occupancy must not be exceeded. Corridors, stairways and aisles must be kept free of obstructions.
9. Any electrical equipment, including public address systems, amplifiers, overhead or film projectors must bear a CSA or Electrical Safety Authority approval.
10. Ryerson bears no responsibility for loss or damage to property brought on University premises by the Event Organizer. Similarly, the University's insurance policies provide no coverage for such loss or damage.
11. At Ryerson's discretion, a written agreement incorporating additional items governing the use of space may be required between the Event Organizer and the University.

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This is Exhibit "G" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
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Expires April 28, 2018.

**2015-2016 RYERSON UNDERGRADUATE CALENDAR - Full- and Part-Time**

HOME › Rights, Responsibilities and Conduct › Community Regulations › Posters

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## Posters

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Ryerson has several posting boards available on-campus for student, staff, and faculty to post information about upcoming events, available services, research studies, etc.

These boards are maintained by Campus Planning & Facilities and require that posters have a stamp from Student Services to remain posted.

Any posters not bearing the stamp will be removed.

To receive a stamp you must fulfill the following requirements:

1. Posters must be sponsored by a Ryerson acknowledged student group, or a Ryerson department.
2. The content of the poster must adhere to the Ryerson Non-Academic Code of Conduct.
3. Posters must include a 1.5" x 3" blank, white space for the stamp to be applied.
4. ONE COPY will be stamped that subsequent copies can be made from.
5. Posters advertising a student group event must have an accompanying risk assessment form in order to receive approval.

All posters should be submitted to the Student Information Desk in POD 61 for review.

Posters will be reviewed and approved daily at 4:30 pm. Posters received after 4:30 pm will not be reviewed until the following day.

If you have any questions, please contact the Student Information Desk at [studentinfo@ryerson.ca](mailto:studentinfo@ryerson.ca) or at 416-979-5000 x5187.



This is Exhibit "H" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
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On Fri, Oct 16, 2015 at 4:13 PM, Campus Groups Administrator <[campusgroups@rsuonline.ca](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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 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 no 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](mailto:campusgroups@rsuonline.ca)> wrote:

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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This is Exhibit "I" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
\_\_\_\_\_  
*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
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# EXECUTIVE SIGNING OFFICERS LIST

Name of Organization: Mens Issues Awareness Society at Ryerson Year: 2015-2016  
 Email: ru.mensissues@gmail.com On Campus Office:  Phone: 416 605 8892  
 Website: facebook.com/ru.mensissues  
 May this information be released by the Campus Groups Office to individuals inquiring about the organization?  Yes  No

Title: President Name: Kevin Arriola  
 Address: 5 Cadillac Ave Suite #: \_\_\_\_\_ City: Toronto Postal Code: \_\_\_\_\_  
 Phone: 416 605 8892 Year of Study: 4  
 Email: karriola@ryerson.ca Student #: 500324757  
 May this information be released by the Campus Groups Office to individuals inquiring about the organization?  Yes  No

Title: Social Media Executive Name: Alexandra Godlewski  
 Address: 10 Clyde Creek Drive Suite #: \_\_\_\_\_ City: Guelph Postal Code: N1E 7J2  
 Phone: (226) 343-0463 Year of Study: 4  
 Email: alexandra.godlewski@ryerson.ca Student #: 500454794  
 May this information be released by the Campus Groups Office to individuals inquiring about the organization?  Yes  No

Title: Events coordinator Name: Samiya Sherif  
 Address: 410-1385 Midland Ave Suite #: \_\_\_\_\_ City: Toronto Postal Code: M1P3  
 Phone: 647 780 5217 Year of Study: 4  
 Email: samiya.sherif@gmail.com Student #: 500517875  
 May this information be released by the Campus Groups Office to individuals inquiring about the organization?  Yes  No

Title: \_\_\_\_\_ Name: \_\_\_\_\_  
 Address: \_\_\_\_\_ Suite #: \_\_\_\_\_ City: \_\_\_\_\_ Postal Code: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Year of Study: \_\_\_\_\_  
 Email: \_\_\_\_\_ Student #: \_\_\_\_\_  
 May this information be released by the Campus Groups Office to individuals inquiring about the organization?  Yes  No

Title: \_\_\_\_\_ Name: \_\_\_\_\_  
 Address: \_\_\_\_\_ Suite #: \_\_\_\_\_ City: \_\_\_\_\_ Postal Code: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Year of Study: \_\_\_\_\_  
 Email: \_\_\_\_\_ Student #: \_\_\_\_\_  
 May this information be released by the Campus Groups Office to individuals inquiring about the organization?  Yes  No

SIGNING OFFICERS:  
 Name (print) Kevin Arriola Signature [Signature]  
 Name (print) Alexandra Godlewski Signature [Signature]  
 Name (print) Samiya Sherif Signature [Signature]



## 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 focus on generating discussions, and bringing social awareness to issues that disproportionately affect men and boys, on the basis of equality for all.
  - c. 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.

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. There will be three executives (The President, The Events Coordinator, The Social Media Executive).
- c. No faculty, staff or NON-RSU members may be on the executive.
- d. 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.
- e. The President will be the liaison with the RSU
- f. 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.
- g. 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.
- h. 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 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.

## Events Proposal for the Men's Issues Awareness Society at Ryerson

### Meet and Greet Event

The purpose of this event will be to build relationships among our members. Members will have a chance to meet in a safe environment, where they will be encouraged to make connections and discuss their experiences around men's issues. We hope to build a community of Ryerson students dedicated to addressing the issues facing men and boys, and this starts with building personal connections among members.

### International Men's Day Instagram Campaign

For International Men's Day we will celebrate positive masculinity and male role models. We will walk around campus gathering photos of willing participants. These photos will include a quote from participants, about how a particular man (father, brother, son, friend, mentor, etc.) has played a positive role in their life. These photos will be tagged to their personal accounts, and include the hashtag "#thanksman".

### Speaking event for Dr. Andrew Howlett

Dr. Howlett is a psychiatrist at St. Joseph's Hospital who started the Father's Mental Health Network, a website dedicated to addressing the mental health needs of fathers. Dr. Howlett started this network due to the high rates of mental health problems among fathers, and the lack of services designed to address these problems.

### Event for speakers from the Canadian Mental Health Association

We plan to invite and host speakers from the Canadian Mental Health Association, to offer their perspectives on men's mental health. We hope this will elicit discussions and raise awareness about state of men's mental health, particularly regarding the high rates of suicide among men. Students will be provided with the opportunity to engage with professionals in the field of mental health, and encouraged to explore solutions to these issues.

### Speaking event for Lynne MacDonnel

Lynne MacDonnel is a therapist that runs the group Malesurvivor.org, a group dedicated to providing support for male victims of sexual assault. She has much insight into a topic that is very rarely discussed in our society. Her experience working with male victims of sexual assault gives her much insight into the unique experiences of these victims, including why so many assaults against men are underreported.

### Speaking event for Michael Reist

Michael Reist is the author of *Raising Emotionally Healthy Boys*, *Raising Boys in a New Kind of World*, and \_\_\_\_\_. Mr. Reist has written extensively about the experiences of boys growing up, including exploring reasons they are increasingly falling behind in education. His speaking event will provide insight into the unique learning needs of boys, how the educational system is failing at meeting these needs, and offer solutions to solve these issues.

This is Exhibit "J" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



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*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.



Ryerson Students' Union

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## Minutes

**Student Groups Committee**  
**October 26, 2015 11:00am**  
**Location: RSU Boardroom Toronto ON**

### **Expected Attendance:**

**President** Andrea Bartlett  
**Vice President Student Life & Events** Harman Singh  
**Commissioner** Mariam Nouser  
**Student Groups Director** Angelyn Francis NP  
**Student Groups Committee** Angelo Robb, Shelly Campbell, Ana Sofia Vargas Garza NP  
**Staff** Leatrice O'Neill  
**Vice President Operations** Obaid Ullah  
**Executive Director Communications and Outreach** Dina Skirvsky  
**Internal Coordinator** Casey Chu Cheong

#### **1. Welcome & call to order**

**Moved:**Maryam                      **Seconded:**Andrea                      **RESULT:** Carries

#### **2. Adoption of the agenda**

**BE IT RESOLVED THAT the agenda be adopted as presented.**

**Moved:**Maryam                      **Seconded:** Harman                      **RESULT:** Carries

#### **3. Approval of minutes**

**BE IT RESOLVED THAT the minutes of October 5, 2015 be approved as presented.**

**Moved:**Maryam                      **Seconded:** Harman                      **RESULT:** Carries

#### **4. New Groups Applications**

##### **a) LOL @ Ryerson**

**Presented by:**

Leatrice – we have a group called the gamer club. Only concern is that this is a specific video game club that may open up the gate to approve all other individual games example Super Mario Brother Club. I asked the group to speak to the already existing group (Gamer) to see how they can accommodate their needs since our student group policy states that they cannot duplicate the services provided by another group.

LOL@ryerson presents

Presenters –Stephen, Kevin

Presenter refers to the list of activities in the package provided.

Kevin - This is an e-sport group. The first page shows the opportunities, it is an international and collegiate level e-sport. We can assign teams to tournaments. The point is to train and send the group to tournaments. There are 70 million players that play the game worldwide and the nature of the game is competitive. We are going to operate like a sports team. We will recruit players, manage and train teams



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and schedule tournaments. There is a goal to this club you can get prizes up to \$150 000 in scholarships and if you make it to the top 40 there are prizes. This group will bring people together. The best part about this game is that this game can be played anywhere at any time and we want to form a Ryerson community within a larger community online.

Obaid – I know a lot of people that play that you can reach out to and have tournaments.

Kevin – There are already land lines and people just hang around and play many different games for fun. This is legit international tournament.

Obaid - This should be an athletics groups and you should join with athletics and this can be something athletics can help develop.

Chair – You have to follow speaking order

Andrea – Can you walk me through to the cost of conferences or tournaments?

Kevin – Entrance fee is \$10 and most tournaments are free to enter as a university team.

Andrea – location wise will you have expenses for travel?

Kevin - All tournaments are online. If you make it into the finals you will have to attend the tournament

Rabia – Can you compete as a sub group of the e-sport group (Gamer)?

Kevin- it's more like a sport, different from the Gamer club. We need to be able to organise differently.

Rabia – Do you have to have to be a University recognized club to compete.

Kevin– These tournaments last throughout the year. The organisation is one thing but its better to separate it from the other group. If this is an individual club we can organise better, we will have multiple teams and events that are different from what that organisation does (gamer).

Rabia – I am looking at our policies

Kevin– E-sport can be split up into different things. The tournaments are local and international and there is a lot of organization and sponsorship that needs to be done to participate and we can't do this if we have to go to another group.

Leatrice – Have you approach the gamer club?

Kevin– I contacted them but I have not heard back.

Obaid – There was a challenge when I tried to start up the cricket club but you can chat with them and ask to set up a as an athletics group.

Kevin– It looks like you folks want us to join the e-sports club as a sub club.

Obaid - I think you should join athletics and the right spot for you.

Kevin - I can see that, I don't think any other members would understand that.

Leatrice - I asked you to approach the gamer club

Kevin - they don't want to join tournament. A couple days ago I found out that there are other people who play the game and I asked why they did not join the gamer club and they said they don't see the

point. This club is going to show commitment to the players who want to compete on the university level as a sport and not as fun.

Angelo – it’s not possible to do this under the gamer club.

Kevin– Its possible but we want to create a space for people who want to compete in this game and take this competition seriously.

Angelo – can you do that within the gamer club

Andrea – I want to clarify the prizes

Kevin – They are scholarship prizes not monetary prizes.

Harman – What if the LOL dies down

Kevin– This game is designed to be competitive like a tournament sport. It’s played internationally , It’s not only a Ryerson club and the members will want to keep it going.

Obaid – how many other games are like this?

Kevin – Only this game is at the collegiate level.

Rabia – What about other games, that you can win cash prizes?

Kevin – Other games are only for a few people. This is a tournament level, league game. When I pitched this idea it was positive, its makes people want to come together and represent Ryerson and form a community.

Rabia – Is it more for elite players?

Kevin – It is for anyone who is serious about playing. Beginners and more experienced. We want to have many different level teams training and competing.

Harman – Have you thought about applying as a Affiliate group.

Leatrice – there would not qualify as an affiliate group.

Motion to move in camera

Moved- Maryam      Seconded: Shelly      Result: Carries

Motion to suspend Roberts’ Rules

Moved: Maryam      Seconded: Harman      Result: Carries

In camera – 11: 35pm

Out of camera – 11:48pm

Motion to reinstate Robert’s rules

Moved: Maryam      Seconded: Obaid      Result: Carries

Chair brings the Motion to a vote

Motion to Approved the Student Group LOL@ryerson

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Moved: Maryam

Seconded: Harman

Result: Defeated

## **b) Men's Issues Awareness Society at Ryerson**

Presented by:

Kevin – president

Alex- social media executive

Chair explains the order of the meeting

Group presents

Kevin – Our goal is to raise awareness on issues that affect men and boys especially disenfranchised men and boys and we believe everyone has equal rights to resources and services. Some issues are high suicide rates among men, lower postsecondary enrolment and high homeless rates among men and boys, and we know a lot of these issues affect minorities. We want to host events for these issues and have speakers and offer solutions and generate support for these issues. We will host a General Meeting at beginning of semester to voice issues and the exec will democratically plan events around these issues. We have recruited and that we are open to anyone. Hate is not allowed in our group. We have had a great amount of support. Half are women and half are men. This is not a small group of people making decisions. It will be a grass roots group. It is open to any one. Everyone is welcome to join. We hope that this diversity can come together on these issues and find solutions

Chair opens the floor for questions

Rabia- Do you have any other group affiliation or are you a member of any other organisation?

Kevin - CAFÉ got us started. They are a separate organisation. This will be a Ryerson voice and for Ryerson students. We appreciate their contribution and guidance to get started but we are not affiliated with CAFÉ.

Rabia – What support did you get?

Kevin -They gave us tips on recruitment and sent use a list of students that will be interested in joining. These were old contacts and many of these people already graduated. Through social media we were able to recruit members.

Rabia – Did they help you with the mandate?

Kevin - No they did not. That was entirely the executives' doing.

Rabia- The objective of the organisation is like CAFÉ from what I can see.

Kevin - Just because we are coming from egalitarian framework, we can't be like any other framework. We are only a Ryerson group and we will be following our members' decisions so we can show we are not like CAFÉ. Its equal rights that we have in common.

Andrea – Looking at your structure, my concern is that they are 3 execs. Why are they are 3 that will be controlling the group. Can you walk me through this and the plans relating to finance?

Kevin - We need a social media exec. With a group like this it is important to be engaged with the community. We know we have a small budget so the president will be handling the finances.

Angelo – You are only focusing on issues that affect men?

Kevin - If we are approved, we will reach out to the other groups to work together. My plan is to let members know about other group events on things that intersect.

Angelo – What is your group and purpose? Is this all that you will be doing?

Kevin - Its mostly issues that affect men and boys, disenfranchise men and boys and minorities. This something we can work together with the different race groups. Our events will be focused on men's issues.

Shelly – What do you recognise as a man?

Kevin - We are open to anyone that identifies as a man, we about open to the LGBT community and the trans community.

Rabia – How do you plan to address the issue that this group can evolve into a group that becomes a men's activist group that has a history of violence and hate towards women and feminist groups.

Kevin - They are things in place to prevent this in our constitution. Members can vote out execs and the constitution is in place so that it will be very difficult to change the mandate of the group.

Rabia – Do you see this group impeding any of the policies of the RSU?

Kevin - I don't see that we will be going against anything. RSU follows the human rights policy and we took our constitution from the human rights policy.

Rabia – Are you addressing knowledge on certain issues as a structural barrier

Kevin - I am not an expert on these issues, hopefully our speakers can give more information. There is evidence that boys are not being engaged properly in the way they should be engaged.

Rabia – What do you mean the ways that they should be?

Kevin - There are woman who learn a certain way and this has been addressed in education with group assignments and community and this may not be the way that boys should be engaged. There is evidence that boys tend to do well at competitive level and environments. They are not addressing how boys tent to learn. We have addressed how women tend to learn but the same is not done for the men.

Rabia – Are you saying that there are different ways of teaching for men and for women

Kevin - They needs to be more attention to the learning needs of individual and they needs to be attention to the learning needs of boys. They educational system needs to have a more individual approach and right now boys are not benefitting from the blanket approach.

Rabia – Can you tell us more about the speakers you plan to bring on campus.

Kevin provides a list

Kevin – we will have Mental health issues for boys speakers and speakers on the Education approach for boys.

Rabia – Are any of these speakers affiliated with Café or any other men's activist groups

Kevin - No

Rabia – Lynn McDonald is on your speakers list and she is affiliated with these groups. I know that you don't want this to be a group that hates women so what will you do to ensure this.

Kevin - I think they are some speakers that are level headed. This speaker is more on sexual assault. If this speaker does not fit our mandate we can look into this and the fact that she is a woman this brings some credibility to what she is saying and that she is not a woman hater.

Shelly – How many members belong to minority groups.

Kevin - I cant remember.

Shelly – A lot of these issues happen within the minority groups. What initiative do you have to address these things?

Kevin - I know that minority men are homeless, incarceration, mental health issues. We want to bring this up to our speakers.

Angelo – Can you tell me more about the battered men's shelter issue?

Kevin - This is true, women do tend to suffer more, they tend to need medical attention and they have shelters. Domestic abuse is almost 50/50. Only 8% of shelters accept men and domestic abuse men to women are 1-6 but shelters are 1-10 in favour of women.

Angelo – Women are facing more issues but they should be more resources for men?

Kevin – We are saying it's not proportionate to the statistics. Instead of the support being more in favour of women and not enough support for men.

Angelo – What does it constitute as violence assault, you are saying that it's equal but you are saying its 1-6. I don't understand?

Kevin - In Canada the ratio is 8% of women, 7% of men. The men who do need attention are not getting support.

Rabia – Where did you find this study and how do you know this is credible?

Kevin - Stats Canada, study looked at 200 studies in Canada, and generally men do not report domestic abuse.

Andrea – What you have presented is egalitarian. We see personal differences and policy differences that the RSU has in place What happens when you move to impeach and exec, can you tell me more about the process. I am concerned that this process is not outlined properly as you have stated.

Kevin - That would be the fault of members not joining. They should have joined the group to get their vote our there. If they don't join as a member then they can't vote.

Angelo – How do the members vote?

Kevin – Twenty (20) percent (%) have to be there to vote. We have a lot of members but some people want to support but they will not participate.

Alexander – What qualifies you being able to discuss these issues? What is your internal fail safe?

Kevin - I have been involved with men's issues leaning towards women's issues. I started reading more about men's issues. I'm just a guy that started a group. I made the constitution pretty well as that our members dictate. It's not me who is dictating this, it's more of a group effort to make this happen. Men tend to take more final method to committing suicide and this is tied to masculinity like a gun to the face and men's issues and this is why we want to generate discussion.

Obaid – The constitution is changed yearly, a new exec team is elected and they can change the constitution.

Leatrice – Constitutions must be approved by the RSU. Constitutions rarely change.

Kevin - It's on you guys that this does not happen. If another team wants to change the constitution to something else it's on the RSU to do something about it.

Andrea – My concern is that the work is already being done through the Equity Service Centres and the policies that exist. I am concerned around the response that if people don't come out to vote, that is not your problem and then the group will be controlled by only 3 people. I would hope that you would want to invest more in this group.

Kevin - I will try to have as many members as possible.

Andrea – What happens in the event that you transition and this becomes a men's rights group that is in violation of the RSU policies.

Kevin - We will try to maintain a relationship with the RSU, but its up to the RSU to shut them down. It's out of my control.

Motion limit the discussion for 5 more minutes

Moved: Maryam      Seconded: Angelo      Result: Carries

Rabia – Is this o your radar? The potential that this can become a men's rights group or become a platform for men's rights groups.

Kevin - What do you mean?

Rabia – Men's rights groups have a history of violence towards women.

Kevin - We are concerned about that, it would undermine anything that we would want to do. We are trying to avoid. That is not what we want to be. We want to be another equity service group.

Rabia – Members will feel unsafe with this type of group on campus. How can you ensure that there is still a safe place for students.

Kevin - I would question why this will make them feel like this would make folks feel unsafe. I don't get why people think that. I don't feel unsafe when the women have events. I don't know how to answer that. It comes with the assumption that we ware trying to make people feel unsafe. If they do they can let us know. But they have to give me a specific reason why they would feel unsafe. I don't know how else to answer.

Alex – They was an event on campus that was inherently threatening to women on campus and on the face of it was CAFÉ, Voice for men is also an inherently violent hate group against women and women/s

rights, with student group status you can host anything and invite any of these speakers. How will you prevent this from happening?

Kevin - Our group will not be inviting anyone that is part of a voice for men. we will not be hosting anyone that is like that. We want to concentrate on issues that are not about controversy because that will under mind our group. Most people can agree that the homeless issue is a problem but no one pays attention. We don't have a budget for paying anyone to come up here. So will be having local speakers.

Shelly - this is not in your constitution. Also there is good intent, but there is a fear that this may give a platform for anti women groups and that is why there is a fear and why women feel unsafe. How will you address these issues. You are saying that you have contingencies for this but the parameters in your group constitution do not address this.

Kevin - We won't have anyone from A Voice for Men due to our budget. We will need money for posters and other important things. We can even afford high profile speakers. We are hoping that all the women that did sign up for this group participate. We told that we are not a hate group.

Motion to move on camera -12:51pm

Moved: Maryam      Seconded: Angelo      Result: Carries

Motion to suspend Roberts' rules

Moved : Maryam      Seconded: Shelly      Result: Carries

Motion to move out of camera

Moved: Maryam      Seconded :Bartlett      Result: Carries

Move out of camera at 1:01pm

Maryam - Main concerns are RSU policies violations, constitution issues, mandate concerns and replicating existing Equity Service Centre services.

Motion to Approve the Student Group Men's Issues Awareness Society at Ryerson

Moved: Maryam      Seconded: Shelly      Result: Defeated

**5. Other business**

**6. Next meeting – November 2<sup>nd</sup>, 2015**

**7. Adjournment**

**BE IT RESOLVED THAT the meeting be adjourned at 12:45pm.**

**Moved:Maryam      Seconded: Andrea      RESULT: Carries**

This is Exhibit "K" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
\_\_\_\_\_  
*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.



**Leatrice O'Neill**

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**From:** Kevin Arriola  
**Sent:** October-28-15 11:17 AM  
**To:** Campus Groups Administrator  
**Subject:** RE: Notification of committee decision regarding your new student group application (Men's Issues Awareness Society at Ryerson)

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](mailto: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.

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**From:** Kevin Arriola [mailto:[karriola@ryerson.ca](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 dissapproval? 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](mailto:campusgroups@rsuonline.ca)> wrote:

---

**From:** Campus Groups Administrator  
**Sent:** October-27-15 3:05 PM  
**To:** President  
**Subject:** Notification of commlttee 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](mailto: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](mailto:campusgroups@rsuonline.ca)  
55 Gould St. Room SCC 311  
Toronto, ON M5B 1E9

Represented by CUPE Local 1281

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This is Exhibit "L" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
\_\_\_\_\_  
*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

**Leatrice O'Neill**

---

**From:** President  
**Sent:** October-28-15 11:36 AM  
**To:** Kevin Arriola  
**Subject:** Re: The rejection of MIAS

Hi Kevin,

From my understanding, that is the typical email sent out but I will definitely do my best to send it to you before our meeting Friday.

How is 4pm on Friday?

Thanks,

--  
Andrea Bartlett  
President  
Ryerson Student's Union  
Mobile: 416.553.9373 | Office: 416.979.5255 x2324  
E-Mail: [andrea.bartlett@ryerson.ca](mailto:andrea.bartlett@ryerson.ca)  
Connect with [LinkedIn](#)

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---

**From:** Kevin Arriola <[karriola@ryerson.ca](mailto:karriola@ryerson.ca)>  
**Sent:** October 28, 2015 11:16 AM  
**To:** President  
**Subject:** Re: The rejection of MIAS

Hello Andrea,  
I am available friday from 2-5. Is it possible for you to send me the statement before that? Im curious why it wasnt included in the original email. Our members need to know why our group was rejected and I need it to move ahead with our next steps. Let me know.

Kevin  
On Oct 28, 2015 10:32 AM, "President" <[president@rsuonline.ca](mailto:president@rsuonline.ca)> wrote:  
Hi Kevin,

I am not available today - but are you available Friday? I will bring everything that you have asked for to the meeting.

Thanks,

--  
Andrea Bartlett  
President  
Ryerson Student's Union  
Mobile: 416.553.9373 | Office: [416.979.5255](tel:416.979.5255) x2324  
E-Mail: [andrea.bartlett@ryerson.ca](mailto:andrea.bartlett@ryerson.ca)  
Connect with [LinkedIn](#)

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**From:** Kevin Arriola <[karriola@ryerson.ca](mailto:karriola@ryerson.ca)>  
**Sent:** October 27, 2015 8:15 PM  
**To:** President  
**Subject:** Re: The rejection of MIAS

Thanks for getting back to me. I am available to meet tomorrow between 2-6. I also need a written statement from the committee about their grounds for disapproval and any dissenting opinions. I will need this in case we appeal or any further actions we may take.

Kevin  
On Oct 27, 2015 5:43 PM, "President" <[president@rsuonline.ca](mailto:president@rsuonline.ca)> wrote:  
Hi Kevin,

When are you available to meet?

Talk soon,  
--

Andrea Bartlett  
President  
Ryerson Students' Union  
Mobile: 416.553.9373 | Office: 416.979.5255 x2324  
E-Mail: [andrea.bartlett@ryerson.ca](mailto:andrea.bartlett@ryerson.ca)  
Connect with [LinkedIn](#)

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---

**From:** Kevin Arriola <[karriola@ryerson.ca](mailto:karriola@ryerson.ca)>  
**Date:** Tue, 27 Oct 2015 17:03:17 -0400  
**To:** RSU President <[president@rsuonline.ca](mailto:president@rsuonline.ca)>  
**Subject:** The rejection of MIAS

Hello Andrea,  
I understand that you wanted to speak to me about the rejection of our group. Please get back to me as soon as you can. [4166058892](tel:4166058892).  
Kevin

This is Exhibit "M" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
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188  
Friday, October 29<sup>th</sup>, 2015

## 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.



This is Exhibit "N" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



A handwritten signature in cursive script, appearing to read "S. MacTaggart", is written over a horizontal line.

*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

**Leatrice O'Neill**

---

**From:** Kevin Arriola  
**Sent:** November-13-15 6:45 PM  
**To:** ryersonstudentsunion; Leatrice O'Neill  
**Subject:** Re: MIAS Appeal

Hello,

I'm just wondering what the process is for our appeal, did you get a chance to look at the forwarded emails i sent you?

Kevin

On Wed, Nov 11, 2015 at 2:51 PM, Kevin Arriola <[karriola@ryerson.ca](mailto: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](mailto:vp.life@rsuonline.ca)).

Kevin

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

**From:** Kevin Arriola <[karriola@ryerson.ca](mailto:karriola@ryerson.ca)>  
**Date:** Sun, Nov 8, 2015 at 2:26 PM  
**Subject:** Re: MIAS Appeal  
**To:** [vp.life@rsuonline.ca](mailto: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](mailto: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

TAB O

This is Exhibit "O" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
\_\_\_\_\_  
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**Leatrice O'Neill**

---

**From:** Kevin Arriola  
**Sent:** November-05-15 6:01 PM  
**To:** Campus Groups Administrator  
**Subject:** Re: constitution

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

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](mailto:campusgroups@rsuonline.ca)> wrote:

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

---

**From:** Kevin Arriola [mailto:[karriola@ryerson.ca](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 dont 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](mailto: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-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](mailto: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](mailto: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](mailto:karriola@ryerson.ca)> wrote:

- 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 no 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





This is Exhibit "P" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



*Stacey Lynn MacTaggart*

---

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Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

**Leatrice O'Neill**

---

**From:** President  
**Sent:** November-11-15 9:29 AM  
**To:** Kevin Arriola; vp.life@ryerson.ca; Campus Groups Administrator  
**Subject:** Re: Appeal for MIAS

Hi Kevin,

I believe you are not having any luck with your email correspondence with Harman, because you are attempting to contact "vp.life@ryerson.ca". We are the Ryerson Students' Union, and not Ryerson University, therefore we have a different domain name that we use (@rsuonline.ca) as is indicated both on our website, and in all other correspondence that I have sent you.

Can you please forward the emails that you have indicated that were sent to our VP Student Life & Events?

I will get back to you with a response to your other inquiries by the end of the day.

Thank you,

Andrea Bartlett  
President  
Ryerson Students' Union  
Mobile: 416.553.9373 | Office: 416.979.5255 x2324  
E-Mail: [andrea.bartlett@ryerson.ca](mailto:andrea.bartlett@ryerson.ca)  
Connect with [LinkedIn](#)

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---

**From:** Kevin Arriola <[karriola@ryerson.ca](mailto:karriola@ryerson.ca)>  
**Date:** Wed, 11 Nov 2015 03:20:27 -0500  
**To:** <[vp.life@ryerson.ca](mailto:vp.life@ryerson.ca)>, RSU President <[president@rsuonline.ca](mailto:president@rsuonline.ca)>, Leatrice O'Neill <[campusgroups@rsuonline.ca](mailto:campusgroups@rsuonline.ca)>  
**Subject:** Appeal for MIAS

Hello all,

Per the request of Leatrice O'Neil, I am contacting all of you about my wish to appeal the rejection of MIAS (Men's Issues Awareness Society). I must now be just over my 10 day period, but I have proof in the form of sent emails that I did try to contact the VP of Life and Events a couple of times.

Also, at the request of the RSU I have attempted to reach out to the various equity centers around campus about helping us with our constitution. None have contacted me back except the Women and Trans Collective, who told me they would not be able to help me. Due to this we have attempted to adjust our constitution on our own. Should we bring it to the appeal hearing or just send it ahead of time?

Kevin

This is Exhibit "Q" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



*Stacey Lynn MacTaggart*

---

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Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

Saville, Jennifer

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**From:** President [mailto:[president@rsuonline.ca](mailto:president@rsuonline.ca)]  
**Sent:** November-16-15 11:15 AM  
**To:** Kevin Arriola  
**Cc:** Campus Groups Administrator; Vice President Student Life and Events  
**Subject:** Re: Fwd: MIAS Appeal  
**Importance:** High

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](mailto:andrea.bartlett@ryerson.ca)  
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On Nov 16, 2015, at 7:00 AM, President <[president@rsuonline.ca](mailto: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](mailto:andrea.bartlett@ryerson.ca)  
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On Nov 11, 2015, at 2:51 PM, Kevin Arriola <[karriola@ryerson.ca](mailto: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](mailto:vp.life@rsuonline.ca)).

Kevin

----- Forwarded message -----  
From: Kevin Arriola <[karriola@ryerson.ca](mailto:karriola@ryerson.ca)>  
Date: Sun, Nov 8, 2015 at 2:26 PM

Subject: Re: MIAS Appeal  
To: [vp.life@rsuonline.ca](mailto: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](mailto: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

This is Exhibit "R" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
\_\_\_\_\_  
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Stacey Lynn MacTaggart, a Commissioner, etc.,  
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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.



## 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



This is Exhibit "S" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



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*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

**Leatrice O'Neill**

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**From:** Kevin Arriola  
**Sent:** November-20-15 5:41 PM  
**To:** Leatrice O'Neill  
**Subject:** Re: constitution - MIAS Appeal

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

**Categories:** Red Category

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](mailto: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](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](mailto: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

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**From:** Kevin Arriola [mailto:[karriola@ryerson.ca](mailto:karriola@ryerson.ca)]  
**Sent:** November-20-15 10:56 AM  
**To:** Leatrice O'Neill  
**Subject:** Re: constitution - MIAS Appeal

Hello Leatrice,

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, though 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](mailto: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

This is Exhibit "T" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016



*Stacey Lynn MacTaggart*

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*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

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

From: Casey Chu Cheong <[internal@rsuonline.ca](mailto:internal@rsuonline.ca)>

Date: Tue, Dec 8, 2015 at 10:57 AM

Subject: Executive Committee: Student Group Appeal - Men's Issues Awareness Society

To: [karriola@ryerson.ca](mailto:karriola@ryerson.ca)

Dear Kevin,

The Executive Committee has carefully considered the appeal for the Men's Issues Awareness Society as presented to the Executive Committee on Tuesday, December 1st, 2015.

The Executive Committee has decided that the appeal will be brought to the RSU Board of Directors for final deliberation as per Policy 35 - Student Group Appeals.

The Men's Issues Awareness Society are formally invited to present to the Board at such time. The Men's Issues and Awareness Society will be contacted with due notice once the date is set for the next meeting of the RSU Board of Directors in January, 2016.

If you have any questions please contact the President of the Ryerson Students' Union, Andrea Bartlett at [president@rsuonline.ca](mailto:president@rsuonline.ca) or Vice- President Student Life and Events, Harman Singh at [vp.lfe@rsuonline.ca](mailto:vp.lfe@rsuonline.ca).

Sincerely,

--

Casey Chu Cheong

Internal Coordinator  
Ryerson Students' Union  
Local 24, Canadian Federation of Students

55 Gould St, SCC 311  
Toronto, ON M5B 1E9  
Phone: [416-979-5255](tel:416-979-5255) ext 1-2325  
Fax: [416-979-5260](tel:416-979-5260)

[www.rsuonline.ca](http://www.rsuonline.ca)

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This is Exhibit "U" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
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*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

## AGENDA

Executive Meeting  
Ryerson Students' Union  
December 1, 2015

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### Call to Order: 11:15 am

Andrea Bartlett	President
Rabia Idrees	Vice-President of Equity
Cormac McGee	Vice-President of Education
Obaid Ullah	Vice-President of Operations
Harman Singh	Vice-President of Student Life and Events
Osmel Maynes	Executive Director Operations and Services
Dina Skvirsky	Executive Director Communications and Outreach
Casey Chu Cheong	Secretary of the Board

### Men's Issues Awareness Society Appeal

President explains the appeals process

Kevin Arriola presents for the Men's Issues Awareness Society

Kevin states he is not recording the meeting

Parts of the constitution have changed to address the issues brought up by the last committee. Article 2b, 2d, 7b,7c,13ai have been changed.

2b - To operate as an independent group no outside organization shall make decisions for the group.

2d- to reject any or all forms of hate speech as defined

7b - Call cautions are established for the safety of the Community

7c - exec shall provide safe space

13ai - changes to section 2 and 13a will require vote of 80% of the membership not just those who hold quorum

### Different concerns

- a. Projection about what our group was about not what it is actually about - for instance safety measures - violent MRA on the radar - its insulting to be labeled like that or to assume we will turn into a violent MRA. I think it would be insulting if they asked the MSA if they would turn into extremist group We did not understand why this would be assumed with us. The changes to our constitution further cements our dedication to safety
- b. Associations with External organizations  
We said in the past that we are not associated with a Voice For Men (VFM) at all. We did not understand why that was there. Our association with CAFÉ is

in an operational sense, how to start a student group. This is on the RSU to from that café or VFM are hate groups. We are not associated with a VFM. Café when to a vigorous process to have their status, the federal requirements are explicit, if the government thinks Café are doing something good then it's up to the RSU to prove that they are a hate groups. Regardless, we have changed our constitution particularly art 2b to future cement our status.

- c. Systemic privilege  
this part we were misrepresented and miss quoted. I don not think the committee understood what our group was about. We aren't an activist group. we will only do activism if we don't have a space on campus. We will not be protesting things. We are a discussion group, we won't be imposing a framework, we are here to support their issues. A lot of men are affected and the women in these men's lives. Those other people are affected by masculinity and men's issues. We did not know why we need to recognized systemic privilege of men, men having systemic privilege is the man focus of feminism. Privilege applies to non feminists and feminist alike, that is why it is not in our const. Our group is essentially a bottom up approach, we aren't imposing our belief on members. We are going to bring up issues, things in the new speakers and students will engage with the knowledge they have in class and life. We are a discussion group first and foremost
- d. Ryerson should change how it teaches men how to learn.  
The way the Ontario government teaches boys is not tailor to their type of learning and that is why I said there needs to be work around this.
- e. Men have less access to services due to discrimination.  
If men are suffering more they should get more services , if women are suffering then they should get more. If men are more privileged, you can't just ignore the areas where men are suffering because of privilege, I think feminist and none feminist can agree on. I studied feminism, they can agree that patriarchy can affect men as well. It don't see why asking for the services men are not getting is a bad thing.
- f. Men are sexually assaulted/egalitarian  
Tis true that men are underreported for men and for all sexual assaults. I do not think that men have less rights than women and we did not say that. Men are disadvantage. Paternity rights are an issue fro men as well. It it's that women aren't suffering as well. But tis idea that men are not oppressed based on their gender is not comprehensive of the world we live in
- g. constitution  
Affiliate status – Leatrice was not answering my questions. She never explained association. We are willing to work with you guys. We won't have CAFÉ here, anyone who ever speaks to café, will eliminate them form the pool. We narrowed this definition down to say we will not invite administration of a voice for men or café.
- h. Non compliance



Its on the RU to prove that Café and VFM are misogynistic ... its up the RSU to show that we are violating policy 16. We don't feel like they was much of an argument there for that. I asked whether the RSU could point to any polices for events we proposed that violate this policy and the RSU had no answer. I think the only reason would be that we are associated with Café. The RSU will have to prove this and do this knowing that the federal and provincial government disagree with them.

#### Q&A

Cormac - can you give a description of the group, its objective and some sample events.

- o Kevin - these are the events - mental health and homelessness and suicide, Masculinity gender roles and LGBT
- o Race culture and masculinity
- o Men, law and the court system
- o Men issues in the media

Examples - Michael works for St Josephs hospital and works with Mental health as our speaker .

Speaker that works with black men in the prison system.

We are looking for local professionals in the field to do these events.

Rabia - Can you tell us more about the Equity Service Committee meeting  
 Kevin - They wanted more clarification on egalitarianism. It's a blanket term that could be further defined. I meant that it includes equity, my version is that everyone should have equal rights. Other views are that everyone should be equal. We are looking at equal rights. They did bring up certain concerns, how our discussion would operate and if we would be providing a safe space for speakers. I disagreed with them, we wouldn't want a speaker to feel threatened, we want some one who is opened to questions, speakers will be briefed ahead of time, if they have object is on this would not be a space for them to come. We'll get criticized either way example trans, it will be up to the speaker. I haven't seen anyone that would ask anything that would be intentionally malicious or bad but some people could say the wrong thing. But that is bound to happen in an open discussion. We want our speakers to be open enough to engage with the members. Since the person asking might not know its offensive.

Andrea - the RSU uses inclusive language, its possible that its is due to the Environment. Members of board and staff received threatening email and phone call - creates and environment of harassment, how will you address this after you just said you want to maintain a safe environment.

Kevin - You misrepresented what I said - our group is concerned about safety.

Andrea - repeats questions - How will this be prevented?

Kevin – We've said that our group is 100 % against hate and harassment and violence. We don't condone that. We will address the issue if it's our members. I would have to see these emails because to me it seems that any time there is criticism that this is seen as harassment. We think the community has concerns about how the RSU has dealt with our group and we appreciate their support but we do not appreciate the harassment. We are upset too. We know that there was a petition by the feminists collective. We started our own petition – 638 signatures obviously a lot of people support us. Obviously they will be people who will harass you guys, I mean you all, we can't control that.

Andrea – We don't received threats from other groups, but this group and surrounding the status of your group.

Kevin – What are we are suppose to do. We've discussed this things at our meeting, I can't control it, it's up to the police.

Cormac – One of the biggest things I feel is not, there have been a lack of focus on making this a group a fit for Ryerson. We have had Media onslaught and harassment. If this is something that you feel this is necessary at Ryerson. That might not be your intention but this looks like a foreshadowing of events to come . How many of these members are Ryerson student. you can't take a cop out My question is why is this necessary at Ryerson? How is this going to benefit Ryerson students.

Kevin – It will bring up issues that so many , York canceled men's international days. No one addresses these issues. We want to do it and we get questioned about it. It does not make sense to me. If you feel that we haven't done enough to deal with these issues we can address it.

Cormac - Have you done that?

Kevin – We spoke to the Ryersonian and made a statement.

Cormac –but not on Reddit or anything like that?

Kevin – I asked that people we respectful or mindful in the Ryersonian.

Obaid – I don't think this was communicated to your supporters. I don't think they was much of an effort.

Kevin – You are assuming that I know but I did not

Andrea – Section 2- 80% of total membership. How are monitoring your membership change. Are they Ryerson students?

Kevin – Our members would be our Ryerson students membership list.

Andrea-You said that you are an activist group. What kind of activism and it shows that you were able organize without RSU student group status.

Kevin – We can still meet on campus, if we don't get official status. We don't have funding, which hampers our group. This has been the big issue with our group. It takes away our space on campus.

Andrea – Does it hinder your ability to organize?

Kevin –It will hinder what we will be able to do the work and have a place on campus.

Andrea – All of your members are students?

Kevin – I have 45 members, we don't have enough space booking only as a student . We might not get this on campus without official status.

Andre - That I recognize, I can send you recommendations for areas that have space for students.

Kevin - I think you have to be a student group to get that.

Rabia - what do you hope to achieve from these discussions/events?

Kevin - To provide support and to educate on the issue. Once people can speak to on another, its great. We want to speak to many different type of people to engage and their frameworks and supporting the men who are going through this and supporting the people

Rabia - After the discussion - are our lobbying, what are the take aways?

Kevin - its just about spreading awareness firstly, I see this group turning in to a group that takes stances in the future. For now we aren't taking any stances or protest because we just want to start these discussions. For now.

Rabia - have you spoken to any other org that advocate for homelessness, and are you open to that

Kevin - no we haven't but I am open

Rabia - I want to talk about intersectionality - do you understand how this will work with discussion. Will you have speakers that have lived experiences?

Kevin - if someone says something that is considered ignorant, I don't see that as malicious, I could see that other people would speak up against that and this is the purpose of open discussions. People will get uncomfortable. We would someone that could tae these questions, but if someone says something dumb we can bring this up.

Andrea explains that rest of the process. Either the Exec will rule or the Board for discussion.

Kevin - can I present to the board?

Andrea - yes you can, at the next board meeting in January.

Motion to go in camera - 12:40pm

Motion to go out of camera - 12:46pm

MOTION 2015-12-01 :A01

Be it resolved that the MIAS appeal be moved to the next Board of Directors meeting in January

Moved: Andrea

Seconded: Obaid

Result: carries

Meeting Adjourned

This is Exhibit "V" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
\_\_\_\_\_  
*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

224



Info Unknown <Info@rsuonline.ca>

**Fwd: Executive Committee: Student Group Appeal - Men's Issues Awareness Society**

1 message

Casey Chu Cheong <internal@rsuonline.ca>  
To: Info Unknown <info@rsuonline.ca>

Wed, May 11, 2016 at 10:22 AM

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

From: Casey Chu Cheong <internal@rsuonline.ca>  
Date: Tue, Jan 19, 2016 at 5:05 PM  
Subject: Re: Executive Committee: Student Group Appeal - Men's Issues Awareness Society  
To: Kevin Arriola <karriola@ryerson.ca>

Hi Kevin,

The Board meeting will be at 111 Gerrard St East, Graduate Research Building, 2nd floor at 6pm.

Regards,

On Tue, Jan 12, 2016 at 1:36 PM, Kevin Arriola <karriola@ryerson.ca> wrote:

Hello Casey,

I will be able to attend the meeting. Thanks for letting me know!

Kevin

On Tue, Jan 12, 2016 at 1:28 PM, Casey Chu Cheong <internal@rsuonline.ca> wrote:

Hi Kevin,

The next RSU Board meeting will take place on Monday, January 25th at 6pm, location TBA. If you would like to attend the meeting to present the Men's Issues and Awareness Society appeal to the Board of Directors, please RSVP by Monday, January 18th, 2016.

If you have any questions please contact the President of the Ryerson Students' Union, Andrea Bartlett at president@rsuonline.ca or Vice- President Student Life and Events, Harman Singh at vp.lfe@rsuonline.ca.

Best Regards,

On Tue, Dec 8, 2015 at 3:21 PM, Kevin Arriola <karriola@ryerson.ca> wrote:

Hello Casey,

Thanks a bunch for getting back to me. I would just like to point out that for the last appeal hearing we were told a mere 24hours before the event about its existence. It is my hope that this will not happen again. You've mentioned we will be give due notice, and I am pleased that you have committed to this. Take care, and happy holidays.

Kevin

225

On Tue, Dec 8, 2015 at 10:57 AM, Casey Chu Cheong <internal@rsuonline.ca> wrote:

Dear Kevin,

The Executive Committee has carefully considered the appeal for the Men's Issues Awareness Society as presented to the Executive Committee on Tuesday, December 1st, 2015 .

The Executive Committee has decided that the appeal will be brought to the RSU Board of Directors for final deliberation as per Policy 35 - Student Group Appeals.

The Men's Issues Awareness Society are formally invited to present to the Board at such time. The Men's issues and Awareness Society will be contacted with due notice once the date is set for the next meeting of the RSU Board of Directors in January, 2016.

If you have any questions please contact the President of the Ryerson Students' Union, Andrea Barlett at [president@rsuonline.ca](mailto:president@rsuonline.ca) or Vice- President Student Life and Events, Harman Singh at [vp.lfe@rsuonline.ca](mailto:vp.lfe@rsuonline.ca).

Sincerely,

--

Casey Chu Cheong

Internal Coordinator  
Ryerson Students' Union  
Local 24, Canadian Federation of Students

55 Gould St, SCC 311  
Toronto, ON M5B 1E9  
Phone: 416-979-5255 ext 1-2325  
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[www.rsuonline.ca](http://www.rsuonline.ca)

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This is Exhibit "W" referred to in the Affidavit of Obaid Ullah  
sworn November 25, 2016

  
\_\_\_\_\_  
*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.





Ryerson Students' Union

# Meeting of the Board of Directors

Ryerson Students' Union (RSU) – Local 24 Canadian Federation of Students

Monday, January 25, 2015 – GER 211 - 6PM

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## REFERENCE MEN'S ISSUES AND AWARENESS - ITEM 5B

### BOARD MEMBERS IN ATTENDANCE

Andrea Bartlett	President
Cormac McGee	Vice-President Education
Rabia Idrees	Vice-President Equity
Obaid Ullah	Vice-President Operations
Harman Singh	Vice-President Student Life and Events

### Faculty of Arts

Gizelle Lao np  
Hannah Van Dyk np  
Alexander Waddling

### Faculty of Business Directors

Rana Abdulla np            Nav Marwah  
Celina Hernandez np      Noah Parker  
Andrew Ashton

### Faculty Communication and Design Directors

Shay Alford np            Tyler Webb  
Tavia Bakowski np  
Mady Krapez Fewster

### Faculty of Community Services Directors

Zahra Islam  
Stacey Manhue np  
Cassandra Myers  
Kayla Reid  
np

### Faculty of Engineering, Architecture and Science Directors

Dave Alcivar            Amar Latchman            Urooj Siddiqui

### Faculty of Science

Matthew Tesfaldet            Ana Sofla Vargas Garza    np

### Other Representatives

Student Groups Director    Angelyn Francis np

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Course Unions Director     David Tenty  
Senate Representative     Victoria Morton  
Residence Representative   Lia Richardson  
Graduate Representative  
Graduate Representative     Pablo Godoy np

Natasha Campagna         General Manager  
Osmel Maynes                Executive Director of Operations & Service

**Absent with Regrets**  
Hannah Van Dyk  
Angelyn Francis

- 1. CALL TO ORDER**
- 2. ADOPTION OF THE AGENDA**

**A. MOTION 2016-01-25:A01**  
BE IT RESOLVED THAT the agenda be accepted as ammended.

**Moved:** Andrea                **Seconded:** Amar                **Result:** **PASSES**

**Ammendments to the agenda**  
5 c Spelling mistake  
Student Groups section 5A - I know we have the documents for the tea group but its not on the agenda. We will put this as 5a iii – Tea Group  
Tyler- In other business I would like to put a notice for a policy recommendation.  
Andrea- Montreal Trip and Next Board meeting being moved to other business  
Nav- Chairty Dodgeball Tournament, RSBA Charity Soccer Tournament

- 3. MINUTES OF PREVIOUS MEETINGS**

**A. MOTION 2016-01-25:A02**  
  
BE IT RESOLVED THAT the minutes of the November 17 and November 30, 2015 Board Meeting be accepted as presented in Appendix A

**Moved:** Andrea                **Seconded:** Cormac                **Result:** **PASSES**

Matthew: Which one was this, so that the board members in attendance can follow?  
Andrea explains  
Matthew would like to note he was at the Nov 30<sup>th</sup> meeting but his name is not on the list.

Zahra- The one after the AGM (Nov 30<sup>th</sup>), I had questions about the amalgamation and that question was denied. I want that noted.  
Andrew- Can we get a little more detail in the minutes, it makes it sounds very different from what I said. It could be misinterpreted. For future reference it would be helpful.  
Zahra would like to have that noted as well.

**4. PREVIOUS BUSINESS – SAGM 2015**

**A. OPTING OUT OF HEALTH AND DENTAL PLAN  
MOTION 2016-01-25: B01 ( MOTION 2015-11-30: M09)**

**WHEREAS** some students may not wish to receive the RSU's health and dental plan coverage, but lack insurance coverage outside the RSU, thus forcing them to contribute to an insurance plan they do not wish to be a part of; and

**WHEREAS** many students who do opt out are unable to access the refund due to it being credited to their RAMSS account, which results in it coming off their winter fees rather than going directly to the student; therefore,

**BE IT RESOLVED THAT** That Operations Policy #24.2 i) be amended to read:  
i) Members will be permitted to opt-out of the health portion, dental portion, or both portions of the Members' Health and Dental Plan, without providing proof of equivalent coverage from another recognized Canadian provider; and

**BE IT FURTHER RESOLVED THAT** Operations Policy #24.2 ii) be amended to read:  
ii) Members who have successfully opted out of the Members' Health and Dental Plan will have a choice of receiving a cheque for the full amount of the opt-out or having the full amount credited to their RAMSS account; and

**BE IT FURTHER RESOLVED THAT** Operations Policy #24.2 iii) be amended to read:  
iii) Cheques that are not picked up after twelve (12) months from the date of being first issued will be destroyed and the full amount instead applied to the students RAMSS account ; and

**BE IT FURTHER RESOLVED THAT** Operations Policy #24.2 iv) be amended to read:  
iv) The Ryerson Students' Union will make refunds available to the students within fourteen (14) business days of the final date to opt-out.

**Moved:** Matthew Smith    **Seconded:** Andrew Ashton    **Result:** PASSES

Andrea motivates the motion

This was what was brought to the AGM  
The RSU will refund directly to students RAMMS for the students that have not picked up their refund cheques.  
The Chair asks if anyone would like the motion to be read.

**5. NEW BUSINESS**

**A. RATIFICATION OF NEW STUDENT GROUPS – Appendix B**

i. MOTION 2016-01-25: C01 – Photography Club Of Ryerson University

**WHEREAS** the Student Groups committee has met and reviewed the application of students seeking status to establish new RSU student groups, and

**WHEREAS** Student Groups committee has found that all matters and requirements were in order and the groups were thereby recommended by the Committee for adoption by the board, therefore;

**BE IT RESOLVED THAT** the student group "Photography Club Of Ryerson" be ratified as an RSU group with full rights as defined by the Student Groups Policy.

**Moved:** Harman      **Seconded:** Andrew      **Result:** **PASSES**

Look in Appendix B for all their signatures, they will be taking 5 minutes to present and 5 minutes of question and answer

Group presents:

The purpose is to edit and critique photos in the reaching of photography. It also represents the growing interest for photography and editing.

It's hard to not catch someone with a camera in their hand. Everyone has Instagram these days and are constantly updating photos. We have five upcoming events, in addition hub where students will go out to the community.

They explain all 5 events

We have been really eager and excited. We have over 130 members right now, We have had several students come forward to become a mentor or mentee and start a mentor/mentee programme.

Chair opens the floor for comments and questions.

Walding- Do you have any specific ways to engage different faculties, for example how are you going to engage philiosphy students?

Group - We will be having marketing campaigns that will engage the Ryerson community. We already have 130 members from all faculties. Like David mentioned we will also have word of mouth

Tyler Webb- Speaks about how his group people thought they were a photography group.

ii.MOTION 2016-01-25:: C02 – Somali Students Association at Ryerson  
**WHEREAS** the Student Groups committee has met and reviewed the application of students seeking status to establish new RSU student groups, and

**WHEREAS** Student Groups committee has found that all matters and requirements were in order and the groups were thereby recommended by the Committee for adoption by the board, therefore;

**BE IT RESOLVED THAT** the student group “Somali Students Association at Ryerson” be ratified as an RSU group with full rights as defined by the Student Groups Policy.

**Moved:** Harman      **Seconded:** Dave      **Result: PASSES**  
**Harman motivates**

**Group Presents**

We just wanted to go over our purpose. Somali students to be educated about their past. We want to create a connection between Ryerson students. Who do we cater to? Ryerson Somali students. There are a lot of Somali Students that go to Ryerson. There hasn't been a Somali group for 2 to 3 years and we want to bring that back. Meet and greet, movie night, named a few more.

The Groups reviews their events:

Meet and greet- Incoming Ryerson student to meet with current to get advice.

Welcome Executive and board.

Semi formal towards the end of the year- dance, music and food. Hire security if needed.

Movie night- class Somali film to get in touch with their roots. If they don't like it we will do a survey to cater to their needs

Talent Show- showcase their talents whether it is spoken word, singing, dancing.

We will have a panel to judge .

Bowling night- to distress from exams and have a good time.

Ultimately, why we want to create this is to unite them (Somali students), go to people for advice. Raise awareness- mental illness, violence in the community.

We also hope to do seminars that cater to this as well.

Chair opens the floor for questions and comments

Rabia- Are there any other student groups that you group wants to collaborate with?

Group: Yes- photography group, east African, MSA, there are a lot of group we wants to collaborate with.

iii. MOTION 2016-01-25:: C02 – Tea Time

**WHEREAS** the Student Groups committee has met and reviewed the application

of students seeking status to establish new RSU student groups, and

**WHEREAS** Student Groups committee has found that all matters and requirements were in order and the groups were thereby recommended by the Committee for adoption by the board, therefore;

**BE IT RESOLVED THAT** the student group "Tea Time" be ratified as an RSU group with full rights as defined by the Student Groups Policy.

**Moved:** Harman      **Seconded:** Dave      **Result:** PASSES

Harman motivates.

The Group presents:

Currently we are only at Ryerson. We would like to have 3 pillars- relaxation, recreation and education. We have been trying to focus on. Tutorial and workshop based. One last point that is very key to us One things I want to bring awareness to is responsible tea sourcing and consumerism. We have 400 members on facebook. One of our workshops is a tea grinding workshops where we will have a specialist show members how to grind there own tea. I have some contacts locally and abroad to teach members about tea. We would like to have an open brew events. Students can just come in realx and have a cup a tea.

Cassandra- asked a question Are these people who have learnt about tea or these are people from Taiwan?

- Yes it's a mix of both, I have people who have been studying for the last 25 years. And moved to Tai Pei for the last 5 years. Another person who I am sourcing tea from is from Tokyo.

Cassandra -Do you think there should be people of this culture represented at these workshops?

- During my time in Asia when I was studying this is that this is an art that needs to be shared doesn't matter where you are from.

Cassandra – I mean in terms of support from students of this culture who will teach this culture or be of this culture to avoid any cultural appropriation and to be culturally sensitive.

Group

-I agree I like that question

Tyler suggestion- You have a good passion and good connections. When you are gone from this position the whole thing falls apart. So ensure that proper transitioning takes place who has the same passion.

Nav- so when is the first event

Group -By the end of the month

Alexander- I would like to talk more about Sustainability in terms of sourcing but we can talk about that after.

**B STUDENT GROUP APPEAL - Appendix C**  
**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.

**Moved:** Harman                      **Seconded:** Cormac                      **Result:** MOTION FAILS

Harman motivates on behalf of the motion

Chair informs the group that they have 5 minutes to present and 5 minutes Q and A

**Group Presents :**

- I was not aware of the format of this so have way more than 5 minutes
- We are egalitarian group
- We are all about inclusion all different genders and sexuality
- We are a bottom up group. It's really the members pushing this forward. We have a list of issues we want to tackle the biggest one being mental health
- Tomorrow we have one gender and identity in the LGBTQ community, we hope to have more meetings like this and we probably will. Next month we will tackle race. We will have a discussion how race has affected them and how that related to masculinity. We hope that this group can be a support for families and their loved ones. Our hope that groups like this can maybe save lives one day.

Alcivar- I am really big on constitution and policies you have not mentioned equity once. I wanted your personal definition of equity versus equality.

- Equality everyone being the same communist. We are approaching this from and equity standpoint. If you need more services that someone else that is where we are coming from.
- We are taking this from an equity stand point. If women are suffering more they should get more services.

Andrew Ashon: What is your group going to do for ryersons tudents that no other group is doing right now?

- What we are doing is raising issues that have never been talked about or if they are talked about they are usually laughed at, make reference to youtube video where a guy is laughed at and explains that is what they want to tackle.

- The general view is that men are strong and we need to address this.

Cassandra- How are you going to prevent or ensure peoples safety.. for example if women would like to attend this event , how would you ensure this is a safe space for everyone, what process or how do you ensure there is no voices targeting oppressing anyone else?

- So far we have not had an issues about that. Women who have attended are meetings don't hold back and have been able to express their concerns. It has been protest around not the people attending the event

Cassandra – are protesters allowed to speak and will this be disruptive?

- Yes but they cross the line when that happens

Urooj- how many students do you have so far?

-About 50, some are unofficial, couple of friends of mine that come to the meeting but not voting

Harman- what kind of events do you plan to have next semester..

- We will tackle issues about race. Hopefully we get a speaker but its not looking like it. We will have a move night, followed by discussion. Men in the court system, and I forget what the final one is. Its' in my laptop, I can get it for you after.

Cormac- You have had a bit of relationship with CAFÉ, and potentially suing the RSU.

- we are looking for help anywhere so we are asking for support from anywhere across the country. We are close with Simon Fraser Univerisity. So I have said from the beginning I am going to do anything in my power to make this a group. This will for sure be the last resort but for sure a possibility.

Nav- What does your exec team look like, What positions are there?

- social media, events team, exec team.

Nav – How do you plan on running your finances and budgeting for events?

- I have someone who was a financial exec from another group that has agreed to come on board and fundraise and stuff like that ?

Andrea: What is your contingency plan if the appeal is rejected and how this does affect your ability to operate?

- My plan if its rejected I wish not to disclose that, we will still have events and do what we do. We have already had events one is tomorrow. I will not be here next year. We will keep having events.

Zahra- Groups you are affiliated like CAFÉ who are against women's atonomy

- Answer?? I have never heard café be against women attonomey, we are not trying to get into womens issues. Its up to the person to be for whatever issues they support.

Obaid- Cormac said something about fundraising, do you have external bank



account? Are they funding you?

- No we have just asked for help. The venues have been provided for us. Most I have paid for is chips and pop. If we become an official group we will start holding events at the university .

Obaid- Are you willingly involved in the group trying to sue us?

- We have had an affiliation with them, but we run ourselves, they have given me advice, purely in an operational sense. If they want to help us we will take it.

Noah Parker- Taking this all on face value, don't have prior knowledge. When I look through past presentation. Relationship with CAFÉ has started, you said you are not affiliated with CAFÉ and now that things are not going your way, you will sue, you are turning this around. The change in the perspective. I don't see how the lack of respect for transparency and the attack on the organisation. If you can clear that up?

- When they said affiliated I had a different idea of what that meant.

Noah- to be clear could this be a creation of café?

- No

Rabia- There is a lot of member who have a different view point of what you are presenting. How does your group respond this?

- Our group has different opinions, if they do they should come to our meetings. If you are just going to reject our group and not come to our meeting si don't know what to tell you.

Rabia- People who have been subject to harassment, because they don't agree with this society. People who are affiliated with CAFÉ have been harassing RSU members. Are you going to do anything to address that?

- I have been hearing a lot about this harassment. If there is evidence of it I would love to see it and address it. If you would like to present to. Something further, it is coming from our members. This has been on 5 different newspaper. This could come from this weirdo who is hearing about this. I have not heard any evidence.

Rabia- What are you proactively doing?

- We have told our members what we stand for besides that I cant really control what people who are not part of my group do,. I don't think it is our place to have a campaign against harassment unless that is something our members bring up it is something we will address.

Cassandra- What is your relationship to the Ryerson equity, feminist collective or other groups from around the world that are against this type of group.

- They ( feminist collective) have been pretty hostile to us. As soon as they heard they called his racist, sexist and transphobic. We don't have an interested in engaging with them until they come out and apologise about this. We are trying to build relationships with groups.

Cassandra- What equity training are you getting if say you are talking about racial issues and who are leading these discussion and how are you monitoring these discussion to ensure they are equitable?

- Well like I said our discussions are just so people can share their

experiences. Next month is race and people taking about those experiences. Hopefully we will have a moderator. If not I will be the moderator if we don't have one. I studied politics so I have a little but of experience doing it. We will see if we can get someone.

Nav-Do you feel the events you have held in the past have brought a lot of conflict and debates or been hostile?

- No, everyone who has come was very supportive. No controversy yet

Dave- Can you elaborate on what you said about their being different points of view within your group.

- We have said from the beginning there will be different points of view. But if you say anything that is not what we are about you will be kicked out. Example In our first meeting we were going back and forth about Justin trudeaus cabinet. One thought it was good that he had a quota for his cabinet the other one thought it was insulting. And they had a back and forth on that and that's what we wanted and sometimes disagree.

Tyler- Can we table the vote till the end of the meeting and continue with the business.

Seconded- Andrew Result: Carries

**C. COMMISSIONER AND COMMITTEES**

i. MOTION 2016-01-25:C04

**BE IT RESOLVED THAT** Natasha Campagna be ratified at the Chief Returning Officer and Osmel Maynes and the Deputy Returning Officer for the Board of Directors Commissioner and Committees Election

**Moved: Andrea Seconded: Nav Marwah Result: PASSES**

ii. Election of the Equity and Social Justice Commissioner  
Chair reviews the position and opens the floor for nominations

Abe explains the job description

Mady Nominate Cassandra  
Dave nominates Cassandra  
Cassandra excepts the nomination

Cassandra presents to the Board  
I started to prepare some slideshows and do some basic unpacking with everyone. My main focus is that everyone walks away with an understanding

iii. Course Union Committee Director  
Chair reviews the position and opens the floor for nominations

Amar speaks on the position  
Dave nominates Alexander

Alexander accepts the nomination  
Alexander presents to the Board

iv. Student Group Committee Director

Dave nominates Alexander  
Alexander declines the position  
Amar nominates Cassandra and Cassandra declines  
Nav nominates Andrew Ashton and Andrew Accepts the nomination

v. MOTION 2016-01-25: C05

BE IT RESOLVED THAT Cassandra Myers is ratified for the position of  
Equity and Social Justice Commissioner for the 2015 – 2016 term;

BE IT RESOLVED THAT Andrew Walding is ratified for the position of  
Course Union Committee Director for the 2015 – 2016 term;

BE IT RESOLVED THAT Andrew Ashton is ratified for the position of  
Student Group Committee Director for the 2015 – 2016 term.

**Moved:** Andrea                      **Seconded:**                      **Result: PASSES**

**D. INTERNATIONAL STUDENT REPRESENTATIVE**

MOTION 2016-01-25: C06

**BE IT RESOLVED THAT**                      be duly appointed as the interim  
International Student Representative

**Moved:**                      **Seconded:**                      **Result:**

**Motion to table to next board meeting**

**Moved:** Bartlett                      **Seconded:** Noah                      **Result: Carries**

**E. FIRST YEAR STUDENT REPRESENTATIVE**

MOTION 2016-01-25: C07

**BE IT RESOLVED THAT**                      be duly appointed as the interim First  
Year Representative

**Moved:**                      **Seconded:**                      **Result:**

**Tabled to next board meeting**

**Moved:** Bartlett                      **Seconded:** Noah                      **Result: Carries**

**F. ELECTION 2016**

MOTION 2016-01-25: C08 - Appointment of the Chief Returning Officer  
**BE IT RESOLVED THAT** Lisa Dunford be ratified as the Chief Returning Officer for the 2016 RSU General Election;

**BE IT FURTHER RESOLVED THAT** the Election Dates of March 7, 8, 9 2016, be ratified as recommended by the Chief Returning Officer, for the election of the Executive Committee, the Board of Directors and the Graduate Representative Committee

**Moved:** Andrea                      **Seconded:** Tyler                      **Result:** PASSES

Andrea motivates on behalf of the motion  
Cormac- Does anyone know her?  
Andrea- As part of the process we did.  
Tyler Webb- Does she know anyone on the board?  
Andrea- She said no

**G. APPOINTMENT OF HEALTH AND DENTAL INSURANCE BROKER –**  
Appendix D

MOTION 2016-01-25: C09

**Whereas:** RSU appointed Gallivan and Associates to operate the Health and Dental Plan and Wellness services effective September 1, 2015 and;

**Whereas:** The RSU and the students have seen numerous benefits, including but not limited to; improved service delivery, transparency, greater financial accountability and stability, and tremendous feedback from students, and

**Be It Resolved That:** Gallivan & Associates, a division of People Corporation be re-appointed as our consultant effective until August 31, 2021, locking in consulting costs and ensuring the high quality of services for our members is maintained.

**Moved:** Andrea                      **Seconded:** Mady                      **Result:** PASSES

Andrea motivates- refer to recording  
Obaid- I want to note that this is the first time we gave all the money back to the students.  
Zahra- What do you have to say when we were with Gallivan and they were suing.  
Obaid- from what I have heard and what I have gathered. We had a legally binding documents that they (former Executive) wanted to get out of.  
Andrea speaks

Cormac- Whats the positive of signing a contract like this?  
Andrea- It locks in the consulting costs, year after year you have to pay for the renegotiation. Locks it in at that fixed rate.

**H. POLICY UPDATE – Harassment, Discrimination and Workplace Violence**  
Appendix E  
MOTION 2016-01-25: P01

**WHEREAS** the RSU is committed to providing an environment free of discrimination and harassment in which all individuals are treated with respect and dignity , are able to contribute fully and have equal opportunities Ontario Human Rights Code; and

**WHEREAS** under the Ontario Human Rights Code every person has the right to freedom from harassment and discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital and family status, and disability; and

**WHEREAS** under the Ontario Occupational Health & Safety Act every employer must have a policy and program to address violence and harassment in the workplace and the RSU has a legal responsibility to adhere to a policy on harassment, discrimination and workplace violence;Therefore;

**BE IT RESOLVED THAT** the following policy be adopted as presented in Appendix E

**Moved: Andrea                      Seconded: Tyler Webb    Result: PASSES**

Andrea motivates- these are the terms of the settlement. This didn't exist this is a new policy  
Tyler- this is the term required as part of a settlement that this be drafted and implemented  
Andrea- Yes from 2012

**I. REPORTS OF THE EXECUTIVE – Appendix F**  
MOTION 2016-01-25: C10

**BE IT RESOLVED THAT** the Reports of the Executive be accepted as presented in Appendix

**Moved: Andrea                      Seconded: Lia Richardson                      Result: PASSES**

Andrea- its all there. The biggest thing that I wanted to point out. Campus safety- I have a meeting coming up in the beginning of February.

HR System that we wanted to implement, we would like to go forward with a group with a company called Ceridian. Multi Faith Space in TRSM, until class schedules are finalized they will not be able to make these times permanent but it will be within the next 2 weeks

Oabid- Big achievement this year

Tyler- yes that is pretty awesome

Cormac- 2 biggest things are after a lot of meetings with the university. Involving students in their budget process, I would never go to a budget townhall that sounds terrible. I am part of the Macro budget group. Tomorrow I am doing a presentation tomorrow to the BOG with high level items and we have 3 main points and they are Mental well being, Accessibility, Student group space. 2<sup>nd</sup> thing is the unpaid internships, Zahra and I just came back from a meeting that we had and I think it went really well.

3<sup>rd</sup> thing is 10K campaign. 5 or 6 different options that we have narrowed it down to- water fountains in the SLC, equity services, chargers around campus.

Urooj- last term we also had an event – networking night this was for our 4 disciplines. This term it will be another 4 and Cormac really did support us with that. When he says you guys have ideas this is what he means

Cormac- Pop up valentine restaurant in the SLC. We are looking for volunteers so touch base with us.

Giselle- It's a fun experience.

Tyler- you could ask SLC for extra staff. Point of personal privilege, can you not have your report all in caps?

Cormac- Sorry that was the format but I can for sure change that.

Obaid- Hey Everyone, we just passed a motion to sign a contract, thank you Andrea for working on that. Budget update- I am working on to update that soon. Equity service money we are figuring out where to take that from. I have been signing all of these cheques before coming to the meeting. Keep promoting Copyrite and Raptors tickets. I know for the website we wanted to change- it is almost finished. Winter opt out- that is going on. Survey I need all your help. This is a beta test run for the election software so when going into the elections we will not have all the hiccups before hand. They questions have also been designed to get positive back.

Zahra- Can I have all the updated budgets from the RSU, because as a board member and a RSU member, I have a right to see the actuals.

Lia- when will we have a updated budget?

Obaid- Aiming to have it done by Friday

Lia- I noticed that for the survey that it was difficult to choose one or an area for comments.

Obaid- the challenge is that we wanted to have this as a beta testing for the elections so it had to be the same

Tyler- One I may have used the survey before.

Amar- Could I use it to ask people from my faculty to encourage them to fill it out and give out prizes.

Rabia- Project that Rana and I have started, more of Rana's project but I have helped her with this. Hear recording and report for more detailed response.

Culture Awareness committee-

Culture Jam- Monday to Thurs. Monday we are having a fashion show, its going to be a really good event and free food. Tuesday will be Taste of Ryerson- students can showcase food from their culture.

Wed- cricket against U of T

Thursday- Actual show

Promo should be going out this week, Brodie is a little sick unfortunately.

Skate night in April, planning stages in April

Healthy Living Fair- resources to live a healthy life style

Mental Health Leadership Award committee will be deciding this week

Rabia- I remember us talking about that group. I was trying to get them or the healthy living fair but we weren't able to reach those people

Urooj- What can we do about that?

Rabia- I will check with Leatrice and double check .

Lia- if we are provide students with medial equipment is there things in place to help?

Rabia- This would have to go back to the committee I am not an expert with this.

Lia- Have we had a conversation with counselling services.

Rabia- I have gotten answers like oh it's only 4 to 6 weeks. So right now they are doing a check of their services. It's not to bash the services but give them more data of how student see the issue.

Lia- Besides wait time issues is there anything else?

Rabia- No it is mostly that and communication issues about cancelling

Obaid- just a comment, come out to the cricket game

Harman- WWOW

Monday- skating at lake devo- zip car, beaver tail, and RSU ice sculpture

Tuesday- Student Group fair, great success. Students loved the free pizza we gave out to them last minute. Our judges did a great job and results will be announced soon.

Drop in ping pong, students loved the swag we gave out.

Mock New Years party with the Residence students

Course Union Meetings have been finalized

Tamil students had a situation, they lost their office and right to book events.

Culture Jam- Tavia and Rabia have really been the front of this event so I want to thank them about that. Montreal I will let Andrea touch on that. Winter semester Blue and Gold Ball – I have had meetings with GM of the MAC- Dan Berger. My recommendations are to please keep supporting us and showing up at the events. Special shout out to Brodie and Ram they have been a great help.

Lia- Do you have a date for the concert or the blue and gold ?

Harman- aAl depends when artists are available, most likely it will be on a Friday night?

Andrew- How are we going to pay for this?

Harman- My goal to date have always broken even, and that is what I plan to do?

Tyler- Blue and Gold is something the university supports?

Harman- Yes I have talked to Amy about this so we will for sure get their support on this. I am trying to put the concert and Blue and Gold together.

## 6. ANNOUNCEMENTS AND OTHER BUSINESS

A. North American Culture Show weekend

B. Policy Amendment

Tyler -I can pass this around so that everyone can see this. Basically it's that you need to be a Ryerson student to be campaigning. All this policy is doing is . Transparent as possible .

C. Montreal Trip

D. Dodgeball League

Nav - We can set up a team.

E. RSBA Charity Soccer- Jan. 30<sup>th</sup> (this weekend) If RSU would want to partner with this? This is coming very late but support will be great.

F. Leadership Conference

Cormac –It's all about Community development on campus, all day Saturday, fun different work shops, I will be presenting and because we partnered with them we get free tickets so please try to attend. Tyler is also presenting.

## GOING BACK TO THE MENS ISSUE ITEM

Andrew moves a motion to go in camera

Chair – This requires a majority vote.

Andrew- I am making sure it is a safe space.

Tyler- I agree this way we make sure the board speaks with one voice so I think that is important.

Motion to go in camera 8:10pm

Moved: Andrew                      Seconded: Tyler

Motion carries to go in camera.

Motion move out of Camera 8:40pm



Moved: Noah    Seconded: Andrew  
Motion to go out of Camera: PASSES

Abe- Welcome back we have had a good discussion and they are ready to vote.

Motion to move the vote by Secret ballots  
Moved: Nav                      Seconded :Dave                      Result: PASSES

Result of vote  
0 for  
12 against  
1 spoiled  
7 abstentions

Dave motion to destroy the ballots

**7. MOTION TO ADJOURN**

MOTION 2016-01-25: A03

**BE IT RESOLVED THAT** the Meeting of the Board be adjourned.

**Moved: Obaid                      Seconded:                      Andrew Ashton                      Result: PASSES**

This is Exhibit "X" referred to in the Affidavit of Obaid Ullah sworn November 25, 2016

  
\_\_\_\_\_  
*Commissioner for Taking Affidavits (or as may be)*

Stacey Lynn MacTaggart, a Commissioner, etc.,  
Province of Ontario, while a Student-at-Law.  
Expires April 28, 2018.

**Leatrice O'Neill**

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**From:** Andrea Bartlett  
**Sent:** February-29-16 1:42 PM  
**To:** Kevin Arriola  
**Subject:** Re: MIAS rejection  
**Attachments:** Men's Issues & Awareness Society\_BODDecision2016.pdf

Hi Kevin,

Please see attached for further details.

Regards,  
Andrea

On Wed, Jan 27, 2016 at 3:06 PM, Kevin Arriola <[karriola@ryerson.ca](mailto:karriola@ryerson.ca)> wrote:

Hello Andrea,

Would you or someone from the board please provide me with a written statement about the reasons for our group's rejection? We will need this for any further actions we will take. Thank you.

Kevin

--

Andrea Bartlett  
President  
Ryerson Student's Union  
Mobile: 416.553.9373 | Office: 416.979.5255 x2324  
E-Mail: [andrea.bartlett@ryerson.ca](mailto:andrea.bartlett@ryerson.ca)  
Connect with [LinkedIn](#)

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February 29<sup>th</sup> 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 26<sup>th</sup>, 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 3<sup>rd</sup>, 2015. The RSU Executive Committee reviewed the appeal on November 17<sup>th</sup>, 2015. A secondary appeal meeting was scheduled for December 1<sup>st</sup>, 2015.

The appeal was reviewed by the RSU Executive Committee on December 1<sup>st</sup>, 2015 and the Executive Committee recommended the appeal be brought to the RSU Board of Directors at the next meeting on January 25<sup>th</sup> 2016. The Men's Issues & Awareness Society presented to the board on Monday, January 25<sup>th</sup>, 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,

Andrea Bartlett  
President