



Policy Name:	Campus Groups Conduct Policy		
Category:	Campus Groups	Policy #	CG-5

Preamble

Ensuring a safe and accountable space for all members is extremely important to the USSU. This policy outlines the standard of conduct expected of groups (and their members) as subsidiaries of the USSU. It also outlines disciplinary processes for when groups are to engage in inappropriate behaviour. The campus group committee reserves the right to interpret this policy as they deem reasonable.

1. Standard of Conduct

1.1. Student Groups must intend to carry out activities that do not infringe any federal, provincial, municipal, or university regulations. Campus Groups must not interfere with the ordinary course of business at the USSU, the University, and must not infringe on the rights and privileges of others. Student groups and their members are expected to conduct themselves in accordance with the following principles as defined by the University of Saskatchewan's Standard of Student Conduct in Non-Academic Matters and Procedures for Resolution of Complaints and Appeals:

- Freedom of Expression
- Mutual Respect and Diversity
- A Commitment to Non-violence
- A Commitment to Justice and Fairness
- Security and Safety
- Integrity

1.2. The following behaviours constitute a breach of the standard:

- Harms or threatens to harm members of the University community;
- Disrupts or threatens to disrupt any of the activities of the University;
- Harms or threatens to harm the property of the University;
- Violates the policies, procedures or rules of the university; or
- Abuses or shows disrespect for the processes of the Standard.
- Acts in bad faith towards the USSU or falls out of good standing as defined in CG-1, section 1.

2. Infractions

2.1. In the event that a ratified campus group engages in behaviour that is considered to be in violation of federal or provincial human rights or laws, USSU policies, university policies, or is otherwise deemed to be unfit for an inclusive, welcoming, and open social environment, the USSU reserves the right to take action against the group. In particular, each student has the right not to be harassed or otherwise made to feel discomfort by another student.

3. Complaints

3.1. All complaints against a ratified campus group must be filed in writing with the Vice-President Operations & Finance. Complaints are reviewed by the Vice President Operations & Finance and are referred to the Campus Groups Committee or the University of Saskatchewan Secretary, depending on the nature of the infraction.

4. Disciplinary Measures

The following are disciplinary measures that the Vice-President Operations & Finance and/or the Campus Groups Committee may levy on campus groups when deemed appropriate. These measures are also contained in CG-2, Campus Groups Operations Policy.

4.1 De-Ratification

4.1.1. De-ratification is the process of officially ceasing a USSU-ratified campus group's account and all of its entitled benefits as outlined in this campus group policy.

4.1.2. The Campus Groups Committee may de-ratify a campus group on the basis of any of the following (but not limited to):

- Violation of Campus Groups policies, the USSU Bylaw, or any other USSU policies;
- Harms or threatens to harm members of the University of Saskatchewan Community, including students, faculty, USSU staff, or other staff of the University, guests of the USSU, and guests of the University;
- Disrupts or threatens to disrupt any of the activities of the University; - Harms or threatens to harm the property of the University;
- Abuses or shows disrespect for the processes of the Standard of Student Conduct in Non-Academic Matters;
- Promoting discrimination, contempt, or hatred of any group or person based on their sexual identity, gender identity and expression, age, religion, faith, disability, national or ethnic origin, immigration status, socio-economic status, class, language, or any similar factor;

- Falsification or misrepresentation of any documents submitted to USSU for the purpose of event funding, ratification, or similar purposes;
- The response to a complaint submitted by the USSU Vice-President Operations & Finance was not followed up within four days from the date of notice;
- Missed the appeal hearing without a 48-hour prior notice;
- Non-disclosure of a significant conflict of interest;
- Misuse of Club funds or financial transactions in a manner not communicated to the Executives or members of the club;
- Commitment to an act that negatively affects the interests of the club and/or its members;
- The group's stated objectives or activities or the manner of carrying out its activities have in the past or could, by their very nature, lead to justifiable complaints under University or USSU policies and procedures and/or municipal bylaws, Provincial or Federal statutes or regulations, or have or would expose the USSU, or students to unacceptable risk;
- The group tolerates, allows, or encourages its members or executive to engage in any violation of the Standard of Student Conduct or campus group policy when acting on behalf of or as a representative of the campus group.

4.2. Process of De-Ratification

1. All official complaints regarding campus groups must be submitted to the Vice-President Operations & Finance in written format.
2. The Vice-President will submit all complaints to the Campus Groups Committee or the University Secretary, depending on the nature of the complaint.
3. An invitation for appeal will be submitted to the complainant and respondent (campus group or members) to appeal in person to the Campus Groups Committee within seven days of receiving the official complaint.
4. The Vice-President Operations & Finance will invite the complainant and respondent to present their cases to the Campus Groups Committee.
5. The appellant has only one chance to miss the hearing: by submitting an official notice with justified reasoning to the Vice-President Operations & Finance within 48 hours of the hearing.
6. Respondents and complainants have the right to present themselves before the Campus Groups Committee with all necessary evidence.
7. The Campus Groups Committee will review the complaint and will make one or more of the following decisions:
 - a. Provide notice of final warning of misconduct;
 - b. Provisionally de-ratify the group;

- c. Permanently de-ratify the group;
 - d. Request a letter of apology to the USSU, the complainant, and other involved parties;
 - e. Hold the group responsible for any damages or fines imposed by or upon the USSU or the University, its Departments, or tenants;
 - f. Pursue legal action;
 - g. Pursue disciplinary measures defined by the committee
 - h. Remove certain ratification privileges.
8. The Vice-President of Operations and Finance, in consultation with the Campus Groups Committee, must prepare and send a formal notice of the decision to the involved parties within 14 days of the hearing.

4.3. Post De-Ratification

After de-ratification, the Vice-President Operations & Finance will:

- Ensure the group's USSUHub and Google accounts are deactivated;
- Remove the group from all USSU's online and offline presence;
- Notify IT Services to deactivate the group's @usask.ca email accounts, should they exist;
- Provide notice of outstanding funds owed by the group;
- Cease all USSU benefits provided to the group.
- Cease affiliation between the USSU and the group.

After de-ratification, the campus group may:

- Make an official appeal to the Executive Committee by notifying the VP Operations and Finance in writing within 15 days of receiving the notice of decision.
- Proceed with an appeal to the University Students' Council.

Should an appeal be made to the USC:

- The Campus Group will present its case to the USC, where the decision to grant or deny the request will be made by a 2/3 majority vote of USC members present;
- USC has the right to grant or deny the appeal by majority vote of USC members if the group fails to attend the appeal;
- If the USC upholds the verdict of the Campus Groups Committee, the group will remain de-ratified and can neither re-apply nor launch another appeal;
- The Vice-President of Operations & Finance will submit a draft of the decision letter to USC within four days and a final decision letter to the group within 15 days of the hearing at USC, accompanied by a justification for the decision.

Contact Information:	Vice-President Operations & Finance: (306) 966-6967		
Policy Authority:	Campus Groups Committee		
Approvals	Board/Committee	Approvals	Motion
Adopted/Created	Executive Committee	06/18/2021	EXEC005
Amended	Campus Groups Committee	11/16/2022	CGMOTION028
Amended	Executive Committee	06/25/2025	EXEC016