



<b>Policy Name:</b>	<b>Campus Groups Conduct Policy</b>		
<b>Category:</b>	<b>Campus Groups</b>	<b>Policy #</b>	<b>CG-5</b>

## 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 campus groups and their members. It also outlines disciplinary processes for when groups engage in inappropriate behaviour. The Campus Groups Committee reserves the right to interpret this policy as they deem reasonable.

## 1. Standard of Conduct

**1.1.** Campus 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 or the University, and must not infringe on the rights and privileges of others.

**1.2.** Campus 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

**1.3.** The following behaviours constitute a breach of the Standard:

- Harms or threatens to harm, by any means, members of the University community;
- Disrupts or threatens to disrupt any of the activities of the University;
- Theft or harm or threat of harm to the property of the University;

- Violates the policies, procedures or rules of the university;
- Abuses or shows disrespect for the processes of the Standard;

## 2. Infractions

**2.1.** If a ratified campus group engages in behaviour considered to violate 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.

In addition to those contained in the Standard, any of the following shall be considered an infraction:

- Acts in bad faith towards the USSU or falls out of good standing, both as defined in CG-1, section 1.
- Violation of Campus Groups policies, the USSU Bylaw, or any other USSU policies;
- Promotion of 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 project/event/initiative funding, ratification, insurance, or other purposes;
- Non-disclosure of a significant conflict of interest;
- Misuse of USSU or group funds or financial transactions in a manner not communicated to the Executives or members of the group;
- Commitment to an act that negatively affects the interests of the group 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 USSU policies when acting on behalf of or as a representative of the campus group;

### **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). They 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 the Campus Groups Committee may impose on campus groups when deemed appropriate.

#### **4.1. General**

The Campus Groups Committee may, at its discretion, impose one or more of the following measures when a group violates the policy:

- Provide warning(s) of misconduct;
- Request a letter of apology to the USSU, the complainant, and other involved parties;
- Hold the group responsible for any damages or fines imposed by or upon the USSU or the University, its Departments, or tenants;
- Pursue legal action;
- Remove certain ratification privileges;
- Pursue de-ratification as defined in section 4.2, either for a fixed period of time or permanently;
- Additional measures may be applied as deemed appropriate.

#### **4.2. De-Ratification**

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

**4.2.2.** The Campus Groups Committee may de-ratify a campus group based on any breaches of the Standard of Student Conduct and/or the infractions listed in section 2.1.

**4.2.3.** Upon de-ratification, the Vice-President will, in conjunction with the

Committee:

- Ensure the group's USSUhub and Google accounts are deactivated;
- Remove the group from the USSU's online and offline presence;
- Notify the university's 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; and
- Cease affiliation between the USSU and the group.

## **5. Complaint Process**

**5.1.** Upon receipt of a written complaint, the Vice-President (Operations & Finance) will, at their earliest convenience, ensure that the complaint is sent to the appropriate body.

**5.2.** Should the complaint be directed to the Campus Groups Committee, the Vice-President will first meet with the Committee to discuss the complaint and determine next steps.

**5.3.** Upon meeting with the Committee, the Vice-President will invite the campus group to the next available committee meeting to present their case. If deemed necessary, the complainant(s) may be invited to present their case.

**5.4.** The Campus Groups Committee may enter an *in camera* session if deemed necessary.

**5.5.** The campus group shall abide by the following throughout the process:

- To inform the Vice-President within four days of receiving an invitation to the Committee meeting whether they can or cannot attend;
- To send the Vice-President notice, within 48 hours of failing to attend the meeting to which they were invited, that they could not attend and request another chance to attend a meeting.

**5.6.** The Committee shall, in accordance with the policy, determine what disciplinary measure(s), if any, shall be imposed upon the group.

- Should the campus group fail to attend a meeting without prior notice, the Committee has the right to impose disciplinary measures in their absence.

**5.7.** The Vice-President and the Committee shall inform the campus group and complainant(s), in writing, of the decision within 14 days of the meeting.

## 6. Appeals

**6.1.** Following receipt of the Committee’s decision, the campus group may make an appeal to the University Students’ Council (USC) by notifying the Vice-President (Operations & Finance) in writing within 14 days of receiving the notice of decision.

**6.2.** Should an appeal be made:

- The campus group will present its case to the USC, where a 2/3 majority of USC members present will decide whether to grant or deny the appeal. The USC may go into an *in camera* session if deemed necessary;
- The USC has the right to grant or deny the appeal by majority vote of USC members present if the group fails to attend the appeal;
- If the USC upholds the verdict of the Campus Groups Committee, the group may not launch another appeal;
- The Vice-President (Operations & Finance) will submit a draft of the decision letter to the next available USC meeting, should any remain in the academic year. The Vice-President will inform the campus group and the complainant(s) of the decision in writing thereafter.

<b>Contact Information:</b>	Vice-President Operations & Finance: (306) 966-6967		
<b>Policy Authority:</b>	Campus Groups Committee		
<b>Approvals</b>	<b>Board/Committee</b>	<b>Approvals</b>	<b>Motion</b>
Adopted/Created	Executive Committee	06/18/2021	EXEC005
Amended	Campus Groups Committee	11/16/2022	CGMOTION028
Amended	Executive Committee	06/25/2025	EXEC016
Amended	Campus Groups Committee	03/16/2026	CGMOTION061