



The Safer Space Policy

and By-Laws of Queer McGill

Submitted to the General Assembly
April 2, 2022





Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

TABLE OF CONTENTS

TABLE OF CONTENTS	1
Acknowledgments	3
Statement of Intent	3
Scope	3
Limitations	3
Applicability	4
Definitions	4
Mandates	7
Accessibility	7
Cooperation and Collective Responsibility	8
Commitment to Non-Hierarchy	8
Consensus Decision-Making	9
Equity and Anti-Oppression	9
Gendered and Sexual Violence	10
Harm Reduction	11
Support and Consultations	12
General Conduct	12
Conflicts of Interest	12
Respect for Queer McGill Spaces	13
Respect for Physical Spaces	14
Respect for Virtual Spaces	14
Responsible Use of Resources	16
Services	16



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

Advocacy	17
Discretionary Funding	17
Education	18
Library and Archives	19
Resources Cooperative	19
Social Events	20
Enforcement	21
Responsibilities of Coordinators	21
Coordinating Committee	21
Administrative Coordinator	22
Communications Coordinator	22
Events Coordinator(s)	23
Finance Coordinator	23
Resource Coordinator	24
Responsibilities of Staffers and Volunteers	24
Responsibilities of Members and Participants	24
Prevention and Training	25
Complaints Procedures	25
Assessment	25
Investigation	26
Resolution	27
Inconclusive Investigations	28
Referrals	28
Emergency Accommodations	29
Confidentiality	29
Confidentiality of Complaints	30



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

1. Acknowledgments

This Policy is the product of continual improvements over time, beginning first with the adaptation of the Queer Concordia Safer Space Policy. As such, Queer McGill thanks the Queer Concordia Board for its contributions to the enactment of this Policy. Improvements made to this Policy would, furthermore, not have been possible without the efforts of the SSMU Anti-Violence Coordinators. Aspects of this Policy were adapted from SSMU Policies including the Accessibility Policy, Climate Justice Policy, Conflict of Interest Policy, Equity Policy, Gendered and Sexual Violence Policy, and Harm Reduction Policy. Queer McGill's commitment to harm reduction was further informed by the text [Sex Work and Harm Reduction Discourse](#), made available by Chez Stella.

2. Statement of Intent

This Policy strives to ensure a safer space for all those who participate in or otherwise engage with Queer McGill, including the spaces, events, and activities it oversees or otherwise sanctions. Queer McGill commits itself to foster inclusive and accessible spaces free from violence. These efforts will be informed by the intersections of privilege and oppression, including but not limited to those based on race, ethnicity, sexuality, gender, age, ability, and bodily variations. Beyond the provision of safer spaces, this Policy will serve as the guiding document concerning the interpretation and implementation of the Constitutional mandates for equity and anti-oppression of Queer McGill. This Policy must, finally, continue to evolve and grow, in recognition of the commitment of Queer McGill to continually improve itself and its views.

3. Scope

3.1. Limitations

The Scope of this Policy is limited by the jurisdiction of Queer McGill and the authority of the Coordinators, as provided for by the Constitution and By-laws of Queer McGill. Queer McGill, its members, and its activities are subject to the authority of the Students' Society of McGill University and its applicable Policies including, but not limited to, the SSMU Equity Policy and the SSMU Gendered and Sexual Violence Policy ("GSVP"). As such, this Policy will conform to **Section 18. Club, Services and ISGs' Responses to Gendered and Sexual Violence** of the GSVP:



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

- 3.1.1. This Policy will serve solely as an internal policy of Queer McGill;
- 3.1.2. This Policy will not contradict or obstruct the procedures outlined under the GSVP;
- 3.1.3. This Policy, in its inception and amendment, will be reviewed and approved by the SSMU Anti-Violence Coordinators and Vice-President (Student Life) to ensure that it is in accordance with the GSVP.

3.2. Applicability

In consideration of **Section 2.1. Limitations**, this Policy will apply to:

- 3.2.1. All operations, political activity, events, or other activities conducted or sanctioned by Queer McGill and/or its Groups;
- 3.2.2. All Coordinators, Staffers, and Volunteers of Queer McGill and/or its Groups;
- 3.2.3. Members in attendance of, or participating in, events and activities sanctioned by Queer McGill and/or its Groups;
- 3.2.4. Individuals present in the Queer McGill Office or other Queer McGill spaces, including virtual spaces; and
- 3.2.5. Individuals and organizations who expressly and willingly submit themselves to the authority of Queer McGill and the Safer Space Policy, with the approval of the Coordinating Committee and SSMU Anti-Violence Coordinators.

4. Definitions

The following definitions, sourced from the SSMU GSVP and the SSMU Equity, Accessibility, and Harm Reductions, apply for the purposes of the Safer Space Policy of Queer McGill:

- 4.1. **Ableism:** to conscious or unconscious practices and dominant attitudes that privilege able-bodied individuals. Ableism is the belief system that underlies negative attitudes, stigma, and discrimination against people with disabilities.
- 4.2. **Accessibility:** the ability of everyone, regardless of disability or a difference in needs, to access, use, and benefit from everything within their environment. As a practice, it aims to facilitate the full participation of individuals with disabilities.



- 4.3. **Bad faith:** an intentional and dishonest act demonstrated as actively or passively obstructing the Policy including, but not limited to, failing to fulfill the obligations of Claimants or Respondents as outlined in this Policy.
- 4.4. **Barrier:** circumstances or obstacles that prevent the full participation of an individual in a given activity or organization. Barriers may include but are not limited to, economic, systemic, environmental, attitudinal, psychological, physical, academic, linguistic, informational or communication-based, or technological factors.
- 4.5. **Claimant:** the individual or group who has made a Complaint under the Safer Space Policy.
- 4.6. **Complaint:** a recorded allegation, recorded in writing or otherwise, of a violation of the Safer Space Policy submitted to the Coordinating Committee.
- 4.7. **Conflict of interest:** any situation in which the interests of an individual could improperly influence the performance of their duties and responsibilities or in which an individual could use their position for personal gain or the benefit of a third party. Conflicts of interest may include but are not limited to, the presence of pre-existing social relationships or the possibility of personal, financial, or professional advancement.
- 4.8. **Disability:** an exclusion or limitation that may restrict the full participation of an individual in a given activity or organization as a result of systemic barriers, including, but not limited to, physical, attitudinal, and social factors.
- 4.9. **Disadvantage:** a circumstance or situation that puts an individual or group in an inferior or less favourable position compared to others, resulting in compromised access to resources or opportunities.
- 4.10. **Discrimination:** the differential treatment of an individual or group, to their disadvantage, on the basis of their identity or perceived identity.
- 4.11. **Equity:** a principle and process that promotes fair conditions for all persons to fully participate in society while recognizing that while all people have the right to be treated equally, not all experience equal access to resources, opportunities or benefits.
 - 4.11.1. Achieving equity means acknowledging and celebrating diversity and actively addressing the underlying drivers of inequity, including historical oppression and power dynamics.
- 4.12. **Harm:** describes the negative consequences that can result from any activity or behaviour. These can include but are not limited to, physical, legal, and social consequences. Harm reduction, simply put, seeks to minimize these consequences.



- 4.13. **Harassment:** any behaviour, act, comment, or display that demeans, and/or causes personal, psychological, or social harm to an individual or group, including acts of intimidation or threat.
- 4.14. **Intersections:** coined by Kimberlé Crenshaw in 1989, intersectionality is the recognition that individuals may experience interconnected systems of oppression differently, in varying configurations and degrees of intensity. This recognizes the larger structures of oppression that form and work in conjunction with each other to produce individual identities.
- 4.15. **Marginalization:** the exclusion and relegation of certain individuals and groups to positions of lesser value, power, and access to opportunity within society.
- 4.16. **Oppression:** experiences of domination and exploitation resulting from historical and systemic institutions of superiority and inferiority. These relations of power result in individuals or groups being systematically subjected to political, economic, or social injustices.
- 4.17. **Privilege:** an unearned advantage or immunity knowingly or unknowingly held by a group of persons. This is typically used to the disadvantage of others and maintained by systems of oppression.
- 4.18. **Reasonable Accommodation:** a necessary and appropriate modification or adjustment which can be requested by any person, at any time, to make fair an inaccessible system and ensure that all individuals can access, use, and benefit from everything within their environment on an equal basis with all others.
- 4.19. **Respondent:** the person against whom a complaint is brought.
- 4.20. **Safer sex:** practices intended to lower risks associated with sexual activity while recognizing that no type of sex with a partner can be guaranteed to be completely safe. Safer sex supplies can include, but are not limited to, barriers like condoms or dental dams, pre or post-exposure prophylactics, and birth control.
- 4.21. **Sexual Violence:** any non-consensual, unwanted actual, attempted, or threatened act or behaviour, that is carried out through sexual means or by targeting a person's sexuality, gender identity, or gender expression. This act or behaviour may or may not involve physical contact. Sexualized violence includes all forms of sexual misconduct.
- 4.22. **Subject-advocates:** individuals with significant lived and/or advocacy experience on a given subject. Unlike subject-experts, the term "subject-advocates" recognizes that no one individual can be an expert in any given subject, regardless of lived experiences.



- 4.23. **Substance/drug use and misuse:** are terms used to describe the recreational use of both legal and illegal substances like drugs and alcohol. These terms capture a continuum of behaviours, healthy or unhealthy, and are used rather than “addiction” which carries a societal stigma.
- 4.24. **Survivor:** an individual who has experienced an act or acts of sexual violence as it has been defined above. Survivors themselves may self-identify using whatever language they prefer.
 - 4.24.1. **Survivor-centrism:** A survivor-centric approach requires all those who engage in sexual violence prevention and support programming to prioritize the rights, needs, and wishes of the Survivor. This requires the inclusion of procedural commitments that seek to mitigate the potential for re-traumatization when Survivors seek recourse or accommodations.
- 4.25. **Trauma-Informed:** A process that is informed by the understanding of how trauma affects Survivors’ response to services, resolution processes, and procedures.
- 4.26. **Universal Design:** Universal Design (UD) is a concept that promotes the production and creation of physical spaces, products, services, and built environments that allow for use by everyone to the greatest extent possible. This process involves continuous improvement toward the ultimate goal of full inclusion.

5. Mandates

5.1. Accessibility

Queer McGill recognizes a social model of disability, which focuses on the structures and barriers that impose limitations on certain groups or individuals. The social model of disability maintains that exclusion and the systemic barriers to participation, including physical, attitudinal, social, and other factors, are the primary contributors to an individual's experience of disability, and it is, therefore, the society that disables a person, not their impairment. The social model should not, however, be interpreted to ignore or negate the real physical and psychological pain that individuals with chronic conditions and impairments may experience. These beliefs will be operationalized as follows:

- 5.1.1. Queer McGill will, in its advocacy and programming, work towards the promotion of universal access, with the goal of all individuals having the opportunity for full participation in Queer McGill;



- 5.1.2. All online publications will be adapted to ensure accessibility of web content through the implementation of accessible design standards, through the considerate use of fonts, graphics, colours, headings, content organization, and other factors affecting the accessibility of information online;
- 5.1.3. Accessible, plain-spoken language, will be used in all official capacities, including published communications, avoiding jargon and overly technical language;
- 5.1.4. All communications and promotions regarding Queer McGill events must explicitly include all relevant accessibility information about the event in question, including the physical accessibility of the venue and the availability of additional accessibility factors;
- 5.1.5. Queer McGill will maintain adequate capacity to ensure that all communications and official documents are made easily accessible in all official languages;
- 5.1.6. All events must make proactive efforts to be accessible to all individuals, and must be held in venues that are physically accessible to individuals with limited mobility;
- 5.1.7. The accessibility of physical spaces overseen by Queer McGill will be maintained and actively improved upon to ensure the continuance of access for individuals with disabilities;
- 5.1.8. Queer McGill will ensure the prioritization of accessibility and inclusion among Queer McGill Groups through the provision of resources and education; and
- 5.1.9. In recognition of the barriers that exist to full participation in Queer McGill governance, reasonable accommodations will be provided to members, whenever requested, to ensure the fairness and accessibility of governance. When necessary, such accommodations will supersede rules of order.

5.2. Cooperation and Collective Responsibility

5.2.1. Commitment to Non-Hierarchy

In balancing its mandate to provide services with its commitment to anti-oppression, Queer McGill adopts a mixed model of collective and executive governance whereby a non-hierarchical executive, comprised of the Coordinating Committee and Groups, oversees the fulfilment of Queer McGill's mandate with authority delegated to them by the superior collective, the General Assembly.



- 5.2.1.1. No Coordinator may be considered superior to any other Coordinator and no hierarchy may be established within the Coordinating Committee.
- 5.2.1.2. While each Coordinator will retain authority over their respective portfolio, this authority will be reasonably scrutinized by the Coordinating Committee as a whole.
- 5.2.1.3. Furthermore, while the Coordinating Committee retains the delegated authority to oversee Queer McGill between meetings of the General Assembly, the activities of the Committee will be reasonably scrutinized by the General Assembly.
- 5.2.1.4. Likewise, while the leadership of each Group retains authority over the activities of the Group, the activities of the Group and its leadership will be reasonably scrutinized by the General Assembly.
- 5.2.1.5. The authority delegated by the General Assembly, to the Coordinating Committee and Groups, may be revoked according to procedures outlined in the Constitution of Queer McGill.

5.2.2. Consensus Decision-Making

Decisions made within Queer McGill, except official governance proceedings, will generally be made by consensus. That is to say, decisions will generally be discussed until such time that all participating individuals agree. If no consensus can be reached, and if a decision absolutely must be made in a timely fashion, such a decision may also be made democratically through a simple majority vote.

5.3. Equity and Anti-Oppression

As outlined in its Constitution, Queer McGill recognizes that groups that have been historically and culturally disadvantaged are subject to systematic marginalization and oppression. Queer McGill condemns harassment and discrimination based on identities including but not limited to: gender identity, gender expression, age, race, ethnic or national origin, religion, sexuality, sexual orientation, ability, language, size, or social class. As such, Queer McGill:

- 5.3.1. Understands harassment and/or discrimination on these bases as serious offences that undermine its Constitutional commitment to anti-oppression;
- 5.3.2. Will take proactive steps to challenge the current and historical forces that affect the safety and well-being of marginalized and oppressed groups and the actions, attitudes, and assumptions that result from these forces of oppression;



- 5.3.3. Further, acknowledges that certain groups of people knowingly and/or implicitly benefit from these processes of oppression;
- 5.3.4. Will actively support projects and organizations that aim to end oppression or to promote accessibility and inclusivity within the McGill and greater Montreal community;
- 5.3.5. Will ensure that all Coordinators and Staffers receive exhaustive equity and anti-oppression training before assuming their duties. Such training will include the knowledge and tools required to combat oppression, harassment, and discrimination of any kind;
- 5.3.6. Recognizes that language has been historically used both to empower, and to silence marginalized and oppressed peoples and commits to ensuring that its communications practices are inclusive and anti-oppressive, respecting diverse language styles, methods of communication, expressions of gender, and methods of interacting with language;
 - 5.3.6.1. To that end, no sanctions may be imposed for the use of profanity, casual language, or cultural dialects like African-American Vernacular English;
- 5.3.7. Will ensure that an individual's stated pronouns and gender identity are always reflected in documents, communications, and conversation and that, in all other cases, gender-neutral language will be used as a default; and
- 5.3.8. Will allocate its resources and services in such a way that prioritizes initiatives and organizations that serve or represent marginalized and oppressed communities.

5.4. Gendered and Sexual Violence

Queer McGill will exhibit zero tolerance for any and all forms of sexual violence. Queer McGill is, furthermore, committed to advocating for a holistic approach to addressing sexual violence that includes prevention, support and survivor-centric disciplinary processes. To this end:

- 5.4.1. The Coordinating Committee will implement all reasonable measures to prevent, address, and intervene in any situation of gendered and/or sexual violence that is reported to them;
- 5.4.2. Any individual who engages in gendered and/or sexual violence will be subject to appropriate measures, according to the severity of the conduct, as outlined in **Section 10. Complaints Procedures**;



- 5.4.3. Each Queer McGill Coordinator will be required to receive GSVP Training, offered by the SSMU Anti-Violence Coordinator(s), before the end of the Fall semester, following their election. Should extenuating circumstances prevent the attendance of a Coordinator, the Coordinator in question must arrange a subsequent training session;
- 5.4.4. Elements of GSVP Training will, furthermore, be incorporated into any training provided to Queer McGill Staffers; and
- 5.4.5. Queer McGill will advocate for the increased allocation of resources to its fellow support services and their adoption of intersectional approaches to gendered and sexual violence.

5.5. Harm Reduction

Harm reduction is an evidence-based alternative to moralistic, punitive systems that disproportionately and intentionally harm members of social groups including Black and Indigenous people of colour, sex workers, disabled people, and Queer people. Punitive approaches promote silence and shame whereas harm reduction focuses on compassionate education. Queer McGill commits itself to the practice and principles of harm reduction and will, whenever possible, tailor its support to the needs of specific communities and individuals. As such, Queer McGill believes:

- 5.5.1. In the fundamental rejection of stigmatization, criminalization, prohibition and other coercive and punitive measures against sex workers and people who use drugs (“PWUD”);
- 5.5.2. In the non-judgmental, non-coercive, and evidence-based provision of services and resources to sex workers and PWUD and the communities in which they live;
- 5.5.3. In respecting all persons’ dignity and agency including the right and capacity of every individual to make decisions about their own lives;
- 5.5.4. That sex work is not inherently harmful to sex workers but, instead, that any potential harm is the result of stigmatization, sex-work prohibitions, law enforcement initiatives and surveillance, human rights violations committed by law enforcement officers, workplace violence, labour exploitation, and discrimination from public and private service providers;
- 5.5.5. That some forms of drug use are safer than others;
- 5.5.6. That successful intervention will not necessarily include the cessation of drug use and/or sex work;



- 5.5.7. That sex-workers and PWUD must lead the creation and implementation of policies and programs designed to serve them;
- 5.5.8. That sex-workers and PWUD are, themselves, the primary agents of reducing potential harms and should be empowered to share information and support their peers in strategies that meet their needs; and
- 5.5.9. That the realities of poverty, class, racism, social isolation, past trauma, sex-based discrimination, and other social inequalities affect both people's vulnerability to and capacity for effectively dealing with potential harm.

5.6. Support and Consultations

Queer McGill will strive to consult subject advocates on any political decisions, statements, campaigns, or events. Any training offered by Queer McGill should, furthermore, be informed by relevant subject advocates.

- 5.6.1. Such consultations should not be considered a mere formality and must be conducted in good faith, in a manner that respects both the expertise and limitations of the advocates;
- 5.6.2. Sufficient time and capacity must be allocated during and following consultations, to implement any recommended changes; and
- 5.6.3. Where consultations alone are not sufficient, Queer McGill will seek the active support and assistance of subject advocates, who will be remunerated for their work.

6. General Conduct

6.1. Conflicts of Interest

For the purposes of this Policy, conflicts of interest will be recognized in any situation in which a reasonable, well-informed third-party might perceive a conflict of interest to exist, regardless of whether or not this is the case. No individual occupying a position of authority within Queer McGill, including but not limited to Coordinators and Staffers, may exercise their authority in situations where they hold an apparent conflict of interest. The following remedies, while they should not be considered resolutions to conflicts of interest, seek to mitigate the adverse effects of conflict of interests:



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

- 6.1.1. Individuals must refrain from leveraging their positions of authority to further their own personal or professional interests or those of another individual with whom they have a personal relationship;
- 6.1.2. Individuals must, furthermore, recuse themselves from making any decisions that may further their own personal or professional interests or those of another individual with whom they have a personal relationship;
- 6.1.3. Individuals occupying positions of authority within Queer McGill will not utilize the private communications channels and social media profiles managed by Queer McGill to advance their own personal or professional interests or those of another individual with whom they have a personal relationship;
- 6.1.4. Relationships, even if consensual, in which one individual has influence or control over the other's working conditions are inappropriate, regardless of whether one individual exercises direct authority over the other. If such a relationship currently exists or develops, it must be disclosed to the Coordinating Committee. The Coordinating Committee must then implement measures to avoid preferential treatment and/or retaliation;
- 6.1.5. Individuals who obtain information in the course of their duties that is not generally available to the public must recuse themselves from any situation in which such information could reasonably be expected to unfairly advance their interests or the interests of another individual with whom they have a personal relationship;
- 6.1.6. Incumbent Coordinators must recuse themselves from voting in the election of an individual with whom they have a personal relationship. Furthermore, no individual may train an individual with whom they have a romantic and/or sexual relationship;
- 6.1.7. No individual may accept gifts, hospitality, donations, or other benefits from another individual, group, or organization where it could be reasonably inferred that such benefits were intended to influence or compensate the individual. Where there is no apparent intent to influence or compensate the individual, they may accept minor gifts as token courtesies, with the permission of the Coordinating Committee; and
- 6.1.8. Notwithstanding, an individual must disclose any apparent conflict of interest to the Coordinating Committee, which will ensure that the appropriate remedies are implemented.



6.2. Respect for Queer McGill Spaces

The Coordinating Committee, and its members, are empowered to ensure that the spaces overseen by Queer McGill and the individuals occupying those spaces receive due respect.

6.2.1. Respect for Physical Spaces

Although non-exhaustive, the following list of conduct is prohibited in physical spaces overseen by Queer McGill including, but not limited to, the Queer McGill Office:

- 6.2.1.1. Public displays of affection that could be perceived by a reasonable third party as sexual in nature, including but not limited to;
- 6.2.1.2. The use of artificially scented or fragranced products in any enclosed or indoor spaces;
- 6.2.1.3. Littering, the failure to properly dispose of garbage, or the failure of an individual to clean up after themselves, when able to do so;
- 6.2.1.4. The consumption of drugs and alcohol, except for events hosted in venues that hold valid and applicable liquor licenses;
- 6.2.1.5. The disposal of containers or paraphernalia of drugs and/or alcohol; and
- 6.2.1.6. The disrespectful use of excessive volume when speaking.

6.2.2. Respect for Virtual Spaces

The virtual presence of Queer McGill and the virtual spaces it oversees are critical to the effective fulfilment of the Mandate. To maintain their safety and quality, the following provisions will be observed in virtual spaces overseen by Queer McGill including, but not limited to, social media pages, profiles, and discussion forums:

- 6.2.2.1. Participants will refrain from spam, or repeat, posting of identical or similar messages, particularly where those messages are not relevant to the forum;
- 6.2.2.2. Participants will not share or promote external links which do not add to the quality of the discussion;
- 6.2.2.3. Members, including Coordinators and Staffers, will not make representations on behalf of Queer McGill without the authorization of the Coordinating Committee;



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

- 6.2.2.4. Written statements on behalf of Queer McGill will only be distributed through the official communications channels managed by Queer McGill;
- 6.2.2.5. When participating in discussion forums, individuals are encouraged to ensure that their messages are relevant to the topic of the forum and the current discussion, if applicable;
- 6.2.2.6. The Communications and/or Events Coordinators may, at their discretion, appoint moderators to assist in the supervision and upkeep of a given forum or social media profile;
- 6.2.2.7. Moderators will ensure that forums remain enjoyable, respectful, and productive, without unnecessarily limiting discussion. Moderators and administrators will not exercise undue influence on discussions;
- 6.2.2.8. Moderators may, within the virtual spaces they oversee, enforce further restrictions and guidelines, as appropriate and with the approval of the Events Coordinators and/or Communications Coordinator;
- 6.2.2.9. Moderators will ensure that participants of a given virtual space are aware of any such applicable guidelines or restrictions;
- 6.2.2.10. Moderators will report any violations of this Policy to the Communications or Events Coordinators, as applicable, who may enforce measures to temporarily or permanently prevent the implicated individual(s) from viewing and/or interacting with virtual spaces overseen by Queer McGill;
- 6.2.2.11. Posts or messages that do not respect the provisions of this Policy will be removed by the relevant moderator(s) or Coordinator(s)
- 6.2.2.12. In exceptional circumstances, where the safety of a virtual space is urgently threatened, moderators will be empowered to enforce temporary measures to prevent the implicated individual(s) from viewing and/or interacting with virtual spaces overseen by Queer McGill; and
- 6.2.2.13. Notwithstanding, and understanding that moderators cannot reasonably review every message shared in a given virtual space, members are expected and encouraged to report violations to the applicable moderator(s) or Coordinator(s).

6.3. Responsible Use of Resources

While Queer McGill is a charitable organization, its resources must be tightly controlled to ensure the ability of Queer McGill to fulfill its mandates, including the provision of services and resources.



No individual may utilize Queer McGill resources, including physical spaces, where such use would jeopardize the interests of Queer McGill. For greater certainty:

- 6.3.1. With the exception of resources provided under **Section 7: Services**, no individual may use Queer McGill resources to advance their own personal or professional interests;
- 6.3.2. Individuals or organizations that abuse the goodwill of Queer McGill in their use of Queer McGill resources, including those offered under **Section 7: Services**, may be barred from further access to those resources by the Coordinating Committee if such an abuse jeopardizes the interests of Queer McGill;
- 6.3.3. The communications channels of Queer McGill may not be used to communicate any message which could reasonably be perceived as an expression of political opinion on behalf of Queer McGill without the approval of the Coordinating Committee;
- 6.3.4. Furthermore, the communications channels of Queer McGill may not be used by any individual outside of the Coordinating Committee without the approval of the Communications Coordinator; and
- 6.3.5. The visual identity of Queer McGill may not be utilized by any individual outside of the Coordinating Committee without the approval of the Coordinating Committee.

7. Services

As outlined in the Constitution, Queer McGill, in adopting the mantra “For Queer Students, by Queer Students,” will promote and protect Queerness at McGill University and in the Montreal community, generally. Queer McGill will serve all those whose gender and/or sexuality diverge from the Western cultural mainstream and who may face discrimination based on their gender and/or sexuality. Notwithstanding, Queer McGill will not make determinations of eligibility but will serve those who self-identify with the above descriptions. Queer McGill will fulfill this mandate by providing both material and immaterial services.

7.1. Advocacy

Queer McGill will participate in political action on Queer and Queer-related issues, regardless of controversy, and will represent and advocate for Queer students to McGill University and other campus organizations. This advocacy will aim to advance the conditions of Queer students through the exertion of influence on any governing body or organization to which Queer McGill is a member.



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

- 7.1.1. Such advocacy will normally be carried out by the Administrative Coordinator but may also be carried out by a delegate selected by the Coordinating Committee;
 - 7.1.1.1. Such representatives of Queer McGill will consult with and act according to the consensus of the Coordinating Committee;
 - 7.1.1.2. Notwithstanding, representatives of Queer McGill, serving in their official capacity, will be empowered to speak and, at times, act with the delegated authority of the Coordinating Committee when the best interests of the Queer community and/or Queer McGill demand that they do so;
- 7.1.2. Such advocacy will be informed by direct consultations with members and subject advocates;
- 7.1.3. Queer McGill will, furthermore, act in solidarity to ensure that other marginalized and oppressed groups are represented in any political venue of which Queer McGill is a member; and
- 7.1.4. Queer McGill will, finally, strive to expand its influence over any such relevant decision-making body with the capacity to advance the conditions of Queer students.

7.2. Discretionary Funding

Queer McGill will maintain a discretionary fund to be allocated to projects, events, and initiatives that aim to support and promote the Queer community of McGill and Montreal. To ensure the promotion and continued accessibility of the discretionary fund:

- 7.2.1. A set portion of the yearly budget of Queer McGill, determined by the Coordinating Committee, will be earmarked for the discretionary fund. This amount may be increased, when necessary and where such funds exist, with the unanimous approval of the Coordinating Committee;
 - 7.2.1.1. The amount earmarked for discretionary funding will be disclosed to the General Assembly, alongside a detailed list of allocations made to date;
 - 7.2.1.2. A regular monthly limit will be imposed on disbursements of the fund to permit the approval of multiple applications per month while ensuring the continued existence of the fund over the budgetary year;
- 7.2.2. The Finance Coordinator will actively source community applicants for discretionary funding;



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

- 7.2.3. The Committee will dutifully and diligently review applications to the discretionary fund, and will make allocations according to criteria established by the Committee and communicated to applicants;
- 7.2.4. The Committee will make allocations to applicants who best meet the pre-established criteria and who present the greatest capacity to support and promote the local Queer community;
 - 7.2.4.1. The Committee will, furthermore, prioritize applicants which support and promote marginalized and oppressed communities; and
- 7.2.5. The Finance Coordinator will, to the best of their ability, ensure the prompt disbursement of funds where allocations are made.

7.3. Education

In the interest of advancing the conditions of the Queer communities of McGill University and Montreal, Queer McGill will strive to offer educational programming on Queer and Queer-related topics. Such educational programming:

- 7.3.1. Will be organized by the Resource Coordinator, with the support of the Events Coordinator(s);
- 7.3.2. May include, but is not limited to, workshops, events, campaigns, and training sessions;
- 7.3.3. Will strive to incorporate and reflect community interest and suggestions actively sourced by the Resource Coordinator;
- 7.3.4. Will, whenever possible, prioritize the accessibility of education regardless of prior knowledge and understanding;
- 7.3.5. Will serve as opportunities to promote the work of relevant subject matter advocates, who will be fairly remunerated for their contributions; and
- 7.3.6. May be collaboratively organized with other individuals and organizations to expand its scope beyond solely Queer and Queer-related topics, in recognition of the diverse needs and realities of the Queer community.



7.4. Library and Archives

In fulfilling the mandate to promote and protect Queerness in the McGill and greater Montreal communities, the Queer McGill Library and Archives will make freely and publicly available a collection of Queer and Queer-related works.

- 7.4.1. The Library and Archives will be continually expanded and improved upon to meet the needs of the Queer community;
- 7.4.2. The Coordinating Committee will ensure the accessibility of the Library to members of the McGill and greater Montreal community;
- 7.4.3. The Resource Coordinator will actively source community recommendations for new additions to the Library collection;
- 7.4.4. The Resource Coordinator will oversee the addition and incorporation of such new works, prioritizing the addition of works in all official languages;
- 7.4.5. The Coordinating Committee will ensure the protection and preservation of the Archives and will oversee the restoration and digitization of rare works, when possible;
- 7.4.6. The Archives and their rare works will be made available for supervised consultation by patrons unless such works are undergoing or in dire need of restoration; and
- 7.4.7. Rare works may, at the discretion of the Coordinating Committee, be loaned to researchers or institutions when doing so would support the advancement of the Queer community.

7.5. Resources Cooperative

The Queer McGill Resources Cooperative will strive to provide for the day-to-day needs of Queer people who otherwise may not be able to provide for themselves. Notwithstanding, access to the Cooperative will be open to any individual, regardless of their identity. Resources of the Cooperative will be provided on a pay-what-you-want basis, with no expectation or solicitation of payment. Examples of resources provided by the Cooperative may include, but are not limited to,

- 7.5.1. Safer sex products, including barrier devices, at-home tests for blood-borne and sexually transmitted infections; lubricants;
 - 7.5.1.1. An assortment of barrier devices will be made available to suit a variety of external anatomies;



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

- 7.5.2. Gender affirming products, including chest binders, binding tape, gaffs, breast forms, packers, stand-to-pee systems, and accessories thereof;
 - 7.5.2.1. Gender affirming products will be made available in as wide of a range of colours; types, and sizes as possible;
- 7.5.3. Menstrual products, including menstrual cups, tampons, pads, and reusable menstrual pads;
 - 7.5.3.1. The provision of body-safe and environmentally conscious menstrual products will be prioritized;
- 7.5.4. Miscellaneous toiletries, including deodorant, razors, shaving cream, toothbrushes, toothpaste, and soap.

7.6. Social Events

In its mission to promote a vibrant Queer community, Queer McGill will facilitate social events which aim to engage and excite community members. In overseeing the provision of social events, the Events Coordinator(s) will;

- 7.6.1. Ensure that accessibility and universal design are proactively and extensively incorporated into the planning and execution of all events;
 - 7.6.1.1. This will include the provision of dedicated spaces, when applicable, for individuals with sensory hypersensitivity and sensory processing difficulties;
 - 7.6.1.2. Where food is provided, dietary restrictions and allergies will be proactively accommodated;
- 7.6.2. Organize a wide variety of events, prioritizing alternatives to the mainstream events and events which subvert traditional campus party culture;
- 7.6.3. Actively seek community recommendations for social events, to engage diverse community interests; and
- 7.6.4. Ensure distribution of both virtual and in-person event formats as applicable.



8. Enforcement

8.1. Responsibilities of Coordinators

8.1.1. Coordinating Committee

The Coordinating Committee will generally oversee the enforcement and implementation of this Policy. The specific responsibilities of the Coordinating Committee include, but are not limited to the following:

- 8.1.1.1. The Committee will revise this Policy, in its entirety, at least once every three (3) years. Notwithstanding, should a significant flaw or oversight be identified in this Policy, the Coordinating Committee will propose amendments to correct the insufficiency at the next regularly scheduled General Assembly;
- 8.1.1.2. It will be the responsibility of the Committee to make determinations of conflicts of interest and implement appropriate remedies to mitigate the adverse effects of such conflicts, according to the recommendations of **Section 6.1. Conflicts of Interest**. Parties implicated in conflicts of interest must recuse themselves from the determination processes of the Committee;
- 8.1.1.3. The Committee will ensure that the resources of Queer McGill, including its physical spaces, are afforded due respect by patrons, as outlined in **Section 6.2. Respect for Queer McGill Spaces** and **6.3. Responsible Use of Resources**;
- 8.1.1.4. The Committee will serve as the primary body responsible for receiving complaints of violations of this Policy, including violations of conduct relating to harassment and/or discrimination, as described in **Section 5.3. Equity and Anti-Oppression**, and gendered and sexual violence, as described in **Section 5.4. Gendered and Sexual Violence**. Such complaints will be dealt with according to procedures outlined in **Section 10. Complaints Procedures**;
- 8.1.1.5. To conduct advocacy, the Committee will be empowered to interpret the Constitution and By-laws of Queer McGill to establish political positions and courses of action where such positions and courses of action are not already prescribed by the Constitution or By-laws;



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

- 8.1.1.6. The Committee will supervise the provision of Services, as described in **Section 7. Services**, and will ensure that the Coordinator(s) responsible for the provision of a given service receive necessary support and resources;
- 8.1.1.7. The Committee will empower delegates to represent Queer McGill where the Administrative Coordinator is unable to do so, or where the Committee has relieved the Administrative Coordinator of this responsibility, as described in **Section 7.1. Advocacy**; and
- 8.1.1.8. The Committee will determine yearly budgetary amounts to be earmarked for the discretionary fund, with the advice of the Finance Coordinator. The Committee will, further, review applications for and make allocations of discretionary funding, as described in **Section 7.2. Discretionary Funding**.

8.1.2. Administrative Coordinator

The Administrative Coordinator will serve as the primary Coordinator responsible for ensuring the day-to-day implementation and stewardship of this Policy. As outlined in this Policy, the specific responsibilities of the Administrative Coordinator include, but are not limited to:

- 8.1.2.1. The Administrative Coordinator will ensure the accessibility of Queer McGill governance, including the accessibility of official meetings and governing documents;
- 8.1.2.2. To conduct advocacy, the Administrative Coordinator will normally serve as the primary representative of Queer McGill to the SSMU, McGill University, and external political bodies;
- 8.1.2.3. The Administrative Coordinator will ensure that all incoming Coordinators and Staffers are comprehensively informed of the contents of this Policy and their specific responsibilities under this Policy; and
- 8.1.2.4. The Administrative Coordinator will normally receive Complaints of violations of this Policy and will coordinate the immediate complaints proceedings of the Coordinating Committee unless the Administrative Coordinator was named as a Respondent in such Complaints.

8.1.3. Communications Coordinator

The Communications Coordinator will ensure that no statement or endorsement made on behalf of Queer McGill violates this Policy. The Communications Coordinator will, furthermore,



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

- 8.1.3.1. Ensure that this Policy is readily accessible and regularly promoted;
- 8.1.3.2. Oversee the accessible adaptation of web content through the implementation of accessible design standards, and the use of accessible, plain-spoken language in all official capacities, including published communications, as outlined in **Section 5.1. Accessibility**;
- 8.1.3.3. Verify that all communications and promotions regarding Queer McGill events explicitly include all relevant accessibility information about the event in question;
- 8.1.3.4. Oversee the social media accounts and virtual presence of Queer McGill, as described in **Section 6.2.2. Respect for Virtual Spaces**; and
- 8.1.3.5. Maintain adequate capacity to ensure that all communications and official documents are made easily accessible in all official languages.

8.1.4. Events Coordinator(s)

The Events Coordinators will generally oversee the execution of social events which aim to engage and excite community members, as described in **Section 7.6. Social Events**. The Events Coordinator(s) will, furthermore, ensure that:

- 8.1.4.1. No event organized or sanctioned by Queer McGill violates this Policy;
- 8.1.4.2. Any event organized or otherwise sanctioned by Queer McGill will incorporate the principles of harm reduction, as described in **Section 5.5. Harm Reduction**;
- 8.1.4.3. Safer sex supplies, syringe disposal containers, and drug-purity tests will be provided, free of charge, at any drinking event organized or otherwise sanctioned by Queer McGill;
- 8.1.4.4. All events are proactively organized, so as to be accessible to all individuals, and held in venues that are physically accessible to individuals with limited mobility;
- 8.1.4.5. The discussion forums and virtual event spaces of Queer McGill are managed, as outlined in **Section 6.2.2. Respect for Virtual Spaces**; and
- 8.1.4.6. The Resource Coordinator is supported in the organization of educational programming.

8.1.5. Finance Coordinator

The Finance Coordinator will ensure that sufficient funds are allocated to permit the provision of services and resources mandated by this Policy. The Finance Coordinator will, specifically, oversee



the maintenance and promotion of the discretionary fund of Queer McGill, as described in **Section 7.2. Discretionary Funding.**

8.1.6. Resource Coordinator

The Resource Coordinator will, specifically, oversee:

- 8.1.6.1. The organization and promotion of educational programming, as described in **Section 7.3. Education;**
- 8.1.6.2. The continued expansion, maintenance, and protection of the Queer McGill Library and Archives, as described in **Section 7.4. Library and Archives;**
- 8.1.6.3. The continued expansion, maintenance, and promotion of the Resources Cooperative, as described in **Section 7.5. Resources Cooperative;** and
- 8.1.6.4. The training of Coordinators and Staffers, alongside the Administrative Coordinator, as described in **Sections 5.3. Equity and Anti-Oppression, 5.4. Gendered and Sexual Violence,** and **Section 9. Prevention and Training.**

8.2. Responsibilities of Staffers and Volunteers

In addition to their responsibility to understand and abide by this Policy, Staffers and other such volunteers of Queer McGill will be responsible for assisting in the enforcement of this Policy.

- 8.2.1. Staffers will be required to attend comprehensive Staffer Training, which will comprehensively incorporate the contents of this Policy; and
- 8.2.2. Staffers will, furthermore, be responsible for reporting any apparent violations of this Policy to the Administrative Coordinator.

8.3. Responsibilities of Members and Participants

All participants of Queer McGill and its activities, including Members of Queer McGill, will abide by this Policy to the best of their abilities.

- 8.3.1. Should any individual recognize an apparent flaw or insufficiency in this Policy, they should report any such deficiency to the Administrative Coordinator.



9. Prevention and Training

Any individual occupying a position of authority within Queer McGill including, but not limited to, Coordinators and Staffers, will receive comprehensive training on the contents of this Policy before assuming their duties. Such training will:

- 9.1.1. Normally be jointly overseen by the Administrative Coordinator and Resource Coordinator;
- 9.1.2. Incorporate the training requirements of **Sections 5.3. Equity and Anti-Oppression** and **5.4. Gendered and Sexual Violence**; and
- 9.1.3. Give special focus to the specific responsibilities, under this Policy, of the individual or individuals receiving the training.

10. Complaints Procedures

Any individual or individuals may file a complaint of a violation of this Policy. Such complaints will normally be submitted or referred to the attention of the Administrative Coordinator but may be submitted to another Coordinator, at the discretion of the Claimant(s). Complaints may be submitted anonymously or via a third party and may name multiple Respondents. All complaints received under this Policy will be dealt with by the Coordinating Committee unless the Committee at large is named as a Respondent, in which case the complaint will be immediately referred to the SSMU Equity Commissioners.

10.1. Assessment

The Committee will first identify apparent conflicts of interest within the Committee, as outlined in **Section 6.1. Conflicts of Interest**.

- 10.1.1. Should a Coordinator be named as a Respondent and/or present an apparent conflict of interest, they will be obligated to recuse themselves from the complaints proceedings;
- 10.1.2. If fewer than two (2) Coordinators are eligible to oversee the complaints proceedings, the complaint must be referred to an appropriate reporting channel of the SSMU;



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

The Committee will then assess whether the complaint falls within the scope of this Policy and the limitations of the authority of the Committee, as described in **Section 3. Scope**.

- 10.1.3. Where a complaint falls outside of the scope and limitations, the Committee will act as a resource in referring the Claimant(s) to the appropriate channels, including other reporting channels of the SSMU or the University, where appropriate.
- 10.1.4. Where a complaint falls within the Scope of a superseding SSMU Policy including, but not limited to, the Gendered and Sexual Violence Policy, Human Resources Policy, or Equity Policy, the Committee may choose to refer Claimant(s) to the appropriate reporting channel associated with the Policy in question.

The Committee will, finally, assess whether the complaint contains sufficient information to continue in the complaints proceedings.

- 10.1.5. Such information may include, but is not limited to, the identity of the Respondent(s) and any Witness(es), information about the supposed violation, and any additional relevant information;
- 10.1.6. Should the Committee determine that the information is insufficient, further information will be requested from the Claimant(s), unless the Complaint was submitted anonymously, in which case it may be dismissed by the Committee.

Where two (2) or more Coordinators are eligible to oversee the complaints proceedings, the Complaint falls within the Scope, and sufficient information exists, the Committee will communicate the Complaint to the Respondent(s) and proceed with the investigation of the Complaint.

10.2. Investigation

The Complaint will be thoroughly investigated, through any means necessary for the Committee to confidently conclude whether or not a violation of the Policy had, in fact, taken place and to make appropriate recommendations to resolve the violation. An investigation may involve, but is not limited to:

- 10.2.1. Meeting with and requesting information from the Claimant(s);
- 10.2.2. Meeting with and requesting information from the Respondent(s);
- 10.2.3. Meeting with or requesting information from any other individuals who may have information relevant to the investigation, including, but not limited to any Witness(es) identified by the Claimant(s) or the Respondent(s); and



Safer Space Policy

Queer McGill | queermcgill.org

3600 McTavish St., Suite 432, Montréal, QC, H3A 0G3

Located on Haudenosaunee and Anishinaabe, traditional territories

- 10.2.4. Obtaining any other evidence (e.g., documents, copies of correspondence, photos/images) that may be relevant to the investigation.

The Committee will not hold a hearing, in which the Investigators would meet with multiple parties simultaneously to hear their respective claims. Notwithstanding, any information collected by the Committee will be communicated to the Claimant(s) and the Respondent(s).

- 10.2.5. The Committee may, at their discretion, choose to withhold any information that they believe is not pertinent to the investigation or which would needlessly harm an implicated party.

Within 30 days of the commencement of an investigation, the Committee will produce a Report and Recommendations based on the evidence, testimonies, and information collected throughout the investigation.

- 10.2.6. The Report and Recommendations will be communicated to the Claimant(s) and Respondent(s) immediately following its approval by the Committee.
- 10.2.7. This timeline may be extended, at the request of the Committee, with the consent of the Claimant(s) and the Respondent(s).

10.3. Resolution

The Report and Recommendations of the Committee will include, but are not limited to:

- 10.3.1. A description of procedures followed by the Committee;
- 10.3.2. A detailed report of the facts of the Complaint, identified by the Committee, and the specific provisions of the Policy that have been violated; and
- 10.3.3. A list of fair and equitable recommendations to resolve the violation, to be enforced by the Committee.

Depending on the nature and severity of the Complaint, these recommendations may include, but are not limited to:

- 10.3.4. Letter(s) of apology;
- 10.3.5. The suspension or removal of the Respondent(s) from their position(s) within Queer McGill or its affiliated Groups;
- 10.3.6. The amendment or creation of any governing documents, to be referred to the General Assembly by the Committee; or



- 10.3.7. Other remedies deemed reasonable by the Committee that, upon consultation with the Claimant(s), may best facilitate reparations and healing among both parties, if applicable.

Notwithstanding, the Coordinating Committee does not hold the authority to remove or suspend a Coordinator from their position within Queer McGill. Should the Committee determine that the most appropriate remedy to a given Complaint would involve the removal or suspension of a Coordinator or Coordinator(s), the Committee may

- 10.3.8. Request the resignation of the implicated Coordinator or Coordinator(s); or
- 10.3.9. If the implicated Coordinator or Coordinator(s) refuse(s) to resign, the Committee may refer the matter to the SSMU Human Resources Department and Vice-President (Student Life);

10.4. Inconclusive Investigations

If, following a thorough investigation, the Committee determines that there is not enough evidence to conclude that the Policy had been violated, beyond a reasonable doubt, or if the Committee determines that the Complaint was made in bad faith no Recommendations will be issued.

- 10.4.1. The Committee will produce a Report, including what facts can be conclusively discerned. This Report will explain that the investigation was inconclusive, including the reasoning of the Committee for making this determination.
- 10.4.2. In such cases, the Claimant(s) should be directed to appropriate support services.

10.5. Referrals

If at any time throughout the complaints proceedings, the Committee concludes that insufficient capacity exists within the Committee to adequately resolve the Complaint, the Committee may, in consultation with the Claimant(s) and Respondent(s), refer the Complaint to an appropriate reporting channel of the SSMU.

- 10.5.1. The referral of a Complaint after the initiation of complaints proceedings should be considered a last resort where a Complaint may not otherwise be successfully resolved.



10.6. Emergency Accommodations

Following the receipt and initial assessment of a Complaint, the Committee may recommend that accommodations be implemented, in extraordinary circumstances, to protect the safety and wellbeing of the Claimant(s). Depending on the gravity of the perceived risk to the Claimant(s), immediate accommodations may include, but are not limited to:

- 10.6.1. An order to the Respondent(s) to cease communication(s) with the Claimant(s);
- 10.6.2. The excusal, with pay, if applicable, of the Claimant(s) from their professional or extra-curricular responsibilities to Queer McGill or its affiliated Groups;
- 10.6.3. The temporary suspension, with pay, if applicable, of the Respondent(s) from their position(s) within Queer McGill or its affiliated Groups;
- 10.6.4. The referral of the Claimant(s) to safety services offered by the SSMU, the University, or community organizations; and
- 10.6.5. The referral of the Claimant(s) to law enforcement, in exceptional cases.

Accommodations will be recommended to and enforced by the Coordinating Committee, who will consider them in a confidential session.

- 10.6.6. Where accommodations must be implemented urgently, they may be considered through an electronic vote or at an emergency meeting of the Committee, called by a Coordinator for this purpose.

11. Confidentiality

In the interest of maintaining the safety and trust of Queer McGill, no identifiable personal information obtained by any individual throughout their participation in Queer McGill or its activities may be disclosed to a third party, where doing so could be reasonably expected to cause harm to the implicated parties.

- 11.1.1. Notwithstanding, such information may be disclosed to the Coordinating Committee to file a Complaint, as outlined in **Section 10. Complaints Procedures**.



11.2. Confidentiality of Complaints

Every aspect of a Complaint and its resolution will be strictly confidential between the Coordinating Committee, Claimant(s), Respondent(s), and Witness(es).

- 11.2.1. Reports and Recommendations of the Committee will be approved in a confidential session of the Committee.
- 11.2.2. Failure to observe confidentiality, by any party, will constitute Bad Faith and may result in the issuance of further Recommendations by the Committee.
- 11.2.3. Notwithstanding, the Committee may divulge aspects of the Complaint to the SSMU Human Resources Department and Vice-President (Student Life) when necessary for the resolution of a Complaint.