



# THE CONSTITUTION OF QUEER MCGILL

Last Amended by the General Assembly of Queer McGill:

April 2, 2022



Queer McGill

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

*Located on Haudenosaunee and Anishinaabe, traditional territories*

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## Article B: Definitions

- i. Queer McGill ('QM') - See **Article I: Affiliation**
- ii. Students Society of McGill University ('SSMU'): the Society representing undergraduate students of McGill University, and of which Queer McGill is an autonomous service.
- iii. The Queer McGill Constitution ('The Constitution') - See **Article XIII: The Constitution**
- iv. The Queer McGill Coordinating Committee ('The Coordinating Committee') - See **Article V: The Coordinating Committee**
- v. The Queer McGill Coordinating Committee ('The Coordinating Committee') - See **Article IV: The Coordinating Committee**
- vi. Members of the Coordinating Committee ('Coordinators') - See **Article VII: Requirements and Duties of Coordinators**
- vii. **Academic days:** weekdays that are not holidays and may have classes or exams.
- viii. **Anti-colonialism:** against the policy and practice of acquiring full or partial political control over another country, occupying it with settlers, or exploiting it economically; and
- ix. **Oppression:** experiences of domination and exploitation resulting from historical and systemic institutions of superiority and inferiority. Opposed by anti-oppression.

## Article I: Affiliation

- i. Queer McGill ("Queer McGill") shall remain a Service of the Students' Society of McGill University ("SSMU") and shall abide by the governing documents thereof including, but not limited to, the SSMU Constitution and Internal Regulations of Student Groups.
  - a. Notwithstanding, as an organization dedicated to the protection and promotion of Queerness, the interests of Queer McGill may, at times, conflict with those of the SSMU. In such instances, Queer McGill shall strive to maintain its autonomy.
  - b. Should the compliance of Queer McGill with the authority of the SSMU present a dire and irreconcilable threat to the operations, governance, or mandate of Queer McGill, the General Assembly may choose to modify its affiliation with the SSMU as necessary.
    - i. Modifications to affiliation may be pursued through a resolution adopted unanimously by the General Assembly, for this purpose, and should be considered a last resort where all others have failed.



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## Article II: Mandate

- i. Queer McGill, in adopting the mantra “For Queer Students, by Queer Students,” shall promote and protect Queerness at McGill University and in the Montreal community, generally.
- ii. Queer McGill shall serve all those whose gender and/or sexuality diverge from the Western cultural mainstream and who may face discrimination on the basis of their gender and/or sexuality.
  - a. Notwithstanding, Queer McGill will not make determinations of eligibility but will serve those who self-identify with the above descriptions.
- iii. Queer McGill shall fulfill its mandate by providing both material and immaterial services including, but not limited to:
  - a. Maintaining an open and safer space on campus;
  - b. Sustaining a visible and active presence on campus, increasing awareness of Queerness;
  - c. Participating in political action on Queer and Queer-related issues, regardless of controversy;
  - d. Representing and advocating for Queer students to McGill University and other campus organizations;
  - e. Facilitating social activities and interactions to strengthen the Queer community both on campus and in Montreal;
  - f. Organizing educational campaigns and events around Queer and Queer-related topics;
  - g. Supporting a library and archives of Queer media and information;
  - h. Providing information, educational resources, and referrals to improve the conditions of Queer students; and
  - i. Dispensing Queer-affirming and health-related products to those who want them.
- iv. Queer McGill shall carry out its mandate with the utmost commitment to equity and anti-oppression, and shall strive to continually improve itself and its views.
  - a. In recognition of the intersection of Queerness and other marginalized identities, Queer McGill shall ally itself with organizations supporting marginalized and oppressed Groups and shall, to the best of its ability, support their political action and causes.



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## Article III: Land Acknowledgement

- i. Please refer to **Appendix C: Land Acknowledgement** for the official Land Acknowledgement of Queer McGill.
- ii. The land acknowledgement must:
  - a. Act as a guiding principle for the anti-colonial position of Queer McGill;
  - b. Be present in all event descriptions and official communications; and
  - c. Be stated at the beginning of all events and activities.
- iii. The Land Acknowledgement may be adapted, as necessary.
- iv. The Land Acknowledgement shall be rewritten at the discretion of the Coordinating Committee, in collaboration and consultation with Indigenous students and student Groups.

## Article IV: Membership

- i. All registered SSMU members, PGSS members, and/or elected Coordinators are eligible for full membership.
- ii. Those not eligible for full membership shall be eligible for associate membership, akin to observer status.
- iii. All full and associate members shall have the right to:
  - a. Attend all public meetings, events, and activities of Queer McGill and its Groups;
  - b. Access the Queer McGill library and any physical or informational resources made available for public use;
  - c. Serve as Staffers, as defined in **Article X: Staffers**;
- iv. Notwithstanding, the rights of full and associate members may be revoked, following the procedures set out in the Safer Space Policy.
- v. Any full or associate members are entitled to reimbursement for expenses incurred, where such expenses are authorized and deemed reasonable by the Coordinating Committee, on whose behalf they were incurred.

## Article V: The Coordinating Committee

- i. The Coordinating Committee shall oversee the execution of Queer McGill's mandate, serving as the stewards of Queer McGill between meetings of the General Assembly.
- ii. The Coordinating Committee shall consist of:



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- a. One (1) Administrative Coordinator;
  - b. One (1) Resource Coordinator;
  - c. One (1) Finance Coordinator;
  - d. One (1) Communications Coordinator, and;
  - e. Two (2) Events Coordinators.
- iii. The Coordinating Committee shall meet no less than once per week during the Fall and Winter semesters, excluding the Winter academic break, and shall meet regularly during the Summer semester.
  - a. Meetings of the Coordinating Committee shall be open, regardless of membership, and shall be advertised by the Communications Coordinator;
  - b. A quorum of two-thirds (  $\frac{2}{3}$  ) of Coordinators shall be required for votes and consensus decisions of the Coordinating Committee;
- iv. Coordinators shall be elected to serve for terms not exceeding one (1) year and ending no later than May 1.
- v. Should a Coordinator vacate their position before the end of their elected term, and at the discretion of the Coordinating Committee:
  - a. A meeting of the General Assembly may be held to elect a Coordinator to serve the remainder of the vacated term; or
  - b. The Coordinating Committee may invite the candidate who received the second number of votes at the election of the vacated position to serve the remainder of the vacated term.
- vi. Coordinators shall be remunerated for their work at wages determined according to the SSMU Human Resources pay equity scale and a maximum number of contracted hours determined by the outgoing Coordinating Committee.

## Article VI: The General Assembly

- i. The General Assembly of Queer McGill shall be the supreme authority of Queer McGill and shall be the only body of Queer McGill with the power to create or amend the Constitution and By-laws of Queer McGill.
  - a. Membership of the General Assembly shall include all full members of Queer McGill, who shall retain the right to speak and vote at meetings of the General Assembly.



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- b. Associate members may also attend and speak at meetings of the General Assembly but shall not retain the right to vote.
- ii. A meeting of the General Assembly shall be held at least once per semester during the Fall and Winter semesters.
  - a. Notice of meetings of the General Assembly shall be given using all reasonable forms of advertisement a minimum of ten (10) calendar days in advance.
- iii. The quorum of meetings of the General Assembly shall include:
  - a. All members of the Coordinating Committee; and
  - b. One representative of each Working Group.
- iv. A General Assembly may be called at any time by submitting a petition with no fewer than ten (10) valid signatures, electronic or otherwise, of full members to the Coordinating Committee. A notice of ten calendar days (10-day) shall be given. The General Assembly must be held within fourteen (14) calendar days of the submission of the petition.
- v. At any time throughout the Fall or Winter term, a two-thirds ( $\frac{2}{3}$ ) vote of the constituency of full members present at a General Assembly can open the floor for elections. In the case of a Coordinator or Coordinators being removed by a vote of a General Assembly, the Coordinator(s) must be remunerated for their work until the date of their removal.

## Article VII: Elections

- i. Elections of Coordinators shall be held by the General Assembly for all positions simultaneously. Should no candidate present themselves for a position, another meeting of the General Assembly shall be held to elect the position.
- ii. Elections shall be advertised alongside the General Assembly.
  - a. Such advertisements shall include job descriptions, details of employment, and hourly wages for each position.
- iii. Candidates must be present, either physically or virtually, at the General Assembly and must announce their candidacy to the Coordinating Committee no fewer than 48 hours before the time of the Election.
  - a. Coordinators shall be elected by a plurality of votes.
  - b. Candidates may present themselves for no more than two (2) positions at any election.
  - c. Unopposed candidates shall be subjected to a yes/no vote.



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- iv. Elections shall be conducted according to procedures established by the outgoing Coordinating Committee and shall normally include speeches, debate, and an open question period.
- v. Before an Election, an Elections Officer shall be elected by the Coordinating Committee.
  - a. The Elections Officer shall not have the right to vote but shall oversee the election process, the exact format of the election, and shall be responsible for the tabulation of results.
  - b. A Deputy Elections Officer shall be elected by the Coordinating Committee to verify the tabulation of results and shall not have the right to vote.
- vi. Participants may attend and cast votes virtually, regardless of whether the Election is held in person.
- vii. Results shall be communicated to each candidate no later than 48 hours after the conclusion of the Election.
  - a. Results shall be preserved by the Coordinating Committee for no less than one (1) month after the Election.
  - b. Any member may request a recount by the Elections Officer no later than one (1) week after the election.
- viii. Incumbent Coordinators may not seek re-election unless at least one (1) of the following conditions are met:
  - a. The Incumbent is seeking election for another position and has spent fewer than four (4) years in total as a Coordinator;
  - b. The Incumbent has spent fewer than two (2) years in their current position and fewer than four (4) years total as a Coordinator or;
  - c. No other candidate, or no two other candidates for Events Coordinators, have presented themselves to oppose the Incumbent.
- ix. In the event of a tied vote in an election, a re-vote will be held between the tied candidates, excluding any candidate that did not achieve a plurality of votes.
  - a. In the case that no candidates could be removed from the election, due to all candidates having received an equal number of votes, the vote will be decided by a majority vote of the outgoing Coordinating Committee.
    - i. If a candidate involved in the tied vote is an Incumbent Coordinator seeking re-election, the vote will be decided by a majority vote of the remaining members of the outgoing Coordinating Committee.





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## Article VIII: Requirements and Duties of Coordinators

- i. All Coordinators shall:
  - a. Hold at least two (2) office hours per week in the Fall and Winter semesters;
  - b. Attend all meetings of the Coordinating Committee and maintain awareness of Coordinating Committee activities;
  - c. Prepare an “Exit Report” outlining every relevant element of the position, including but not limited to projects, contact information, logistical information, and strategies for success;
  - d. Provide extensive training to their successors, as necessary;
  - e. Attend Coordinator and Staffer Training, as necessary;
  - f. Abide by the Constitution and By-Laws of Queer McGill and the SSMU.
- ii. Should a Coordinator be unable to fulfil their responsibilities, for whatever reason, the Coordinating Committee shall redistribute such responsibilities among Coordinators, in a manner that respects each Coordinator’s respective ability.
- iii. The Administrative Coordinator shall generally:
  - a. Oversee the governance and ensure the smooth functioning of Queer McGill;
  - b. Manage the Queer McGill Office;
  - c. Represent Queer McGill; and
  - d. Serve as a signing officer for any legal or financial agreements.
- iv. The Communications Coordinator shall generally:
  - a. Promote Queer McGill and its resources, events, and activities;
  - b. Review and fulfill promotional requests from external Groups; and
  - c. Promote participation in Queer McGill governance.
- v. The Events Coordinators shall generally:
  - a. Plan and host a full season of events, both online and in-person;
  - b. Publicize events and activities; and
  - c. Assist official Queer McGill Groups.
- vi. The Finance Coordinator shall generally:



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- a. Be responsible for preparing and updating the budget;
  - b. Manage Queer McGill's discretionary funding;
  - c. Supervise the funding and budgeting of associated Groups;
  - d. Serve as a signing officer for any legal or financial agreements;
  - e. Purchase all resources or supplies;
  - f. Manage any fees charged by Queer McGill, including their renewal and increase, as necessary; and
  - g. Oversee any revenue, including donations.
- vii. The Resource Coordinator shall generally:
  - a. Manage the material and immaterial resources of Queer McGill;
  - b. Publicize Queer McGill's resource offerings to the McGill Community;
  - c. Organize and update the Queer McGill Library, including books, periodicals, zines, pamphlets, stickers, and community resources;
  - d. Keep the office functional and organized, restocking office supplies, as necessary; and
  - e. Facilitate educational events and training sessions.
- viii. The exact duties of each Coordinator shall be determined by the Coordinating Committee and shall be reflected in the job description of each position (see **Appendix B: Job Descriptions**).
- ix. Failure to meet the aforementioned requirements can result in disciplinary actions (see **Article XI: Sanction and Disciplinary Measures For Coordinating Committee**)

## Article IX: Staffers

- i. At the discretion of the Coordinating Committee, Queer McGill may retain Staffers to supervise the Queer McGill Office and assist in the day-to-day logistics of Queer McGill.
  - a. The Administrative and Resource Coordinators shall be responsible for ensuring that Staffers receive sufficient training.
- ii. Staffers, in their service to Queer McGill, shall, to the best of their abilities:
  - a. Volunteer no less than one hour per week in the Queer McGill Office;
  - b. Ensure that the Queer McGill office is cleaned and tidied, whenever necessary;
  - c. Organize Queer McGill's library and resources, whenever necessary;



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- d. Assist guests in renting and/or returning library materials;
  - e. Prepare resource orders, when made in advance;
  - f. Assist guests in accessing physical resources;
  - g. Accept and record donations made in exchange for physical resources;
  - h. Direct questions from guests towards the appropriate Coordinator;
  - i. Enforce the Constitution and By-Laws of Queer McGill, including the Safer Space Policy and the PDA Policy; and
  - j. Enforce rules and regulations imposed by the University Centre and/or McGill University, as necessary.
- iii. Staffers, for the duration of their service to Queer McGill, shall be bound by the Constitution and By-Laws of Queer McGill and the Students' Society of McGill University.
  - a. It shall be the responsibility of the Staffer to familiarize themselves with the contents of the aforementioned Constitutions and By-Laws.
- iv. After completing the necessary training, Staffers shall remain eligible to serve for three (3) academic terms, not including Summer terms, after which the Staffer may choose to resubmit to training or to terminate their service to Queer McGill.
  - a. Staffers wishing to preemptively terminate their Service to Queer McGill may submit a request to the attention of the Coordinating Committee.

## Article X: Groups

- i. Groups must strive to uphold Queer McGill's anti-oppressive mandate as outlined in Article II.
- ii. Groups may be proposed to the General Assembly such that:
  - a. A motion to create a Group shall include the names of at least one (1) member who shall be responsible for preparing the mandate for the Group and calling the first meeting.
  - b. The motion shall contain the Group's proposed mandate, target demographic (if applicable), possible activities and a plan of action for the first meeting.
  - c. The motion shall contain an approximation of necessary funding.
  - d. The motion shall specify if this Group will be a Working Group or a Recreational Group.



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- iii. Working Groups shall actively carry out Queer McGill's anti-oppressive mandate by whatever means deemed appropriate at the time of their creation and, therefore, shall be autonomous.
  - a. The Coordinating Committee shall have no power to override a decision made collectively by a Working Group, so long as that decision is consistent with the Constitution and its anti-oppressive mandate.
  - b. A Working Group may only be mandated to act by an internal vote of the Group, or by a simple majority vote of the full members present at a General Assembly
- iv. A simple majority vote of a General Assembly shall be required to create or dissolve any Group.
- v. Groups shall be responsible for choosing their own internal structure, as well as preparing a mission statement within the first month of their active existence.
- vi. Working Groups shall choose a representative to the Coordinating Committee according to their preferred method, see **Article V: The Coordinating Committee**.
  - a. This representative may be fixed for the semester or change according to the Working Group's preference.
- vii. At the beginning of each semester, Groups shall be considered inactive until they have confirmed their presence to the Coordinating Committee. Inactive Groups may not access Queer McGill funds nor book rooms through Queer McGill.
  - a. Inactive Working Groups shall not have a seat on the Coordinating Committee.
  - b. Recreational Groups shall become inactive if they fail to meet with the Administrative Coordinator within the first month of the semester.
- viii. Groups shall keep minutes for all financial votes made within a meeting.
- ix. Each Group can be allocated up to five hundred dollars (\$500CAD) in Queer McGill's yearly budget for their own expenses. Expenses exceeding this amount shall require approval by a meeting of the Body.

## Article XI: Sanctions and Disciplinary Measures for the Coordinating Committee

- i. A Disciplinary Committee may be struck by any full or associate member in cases where a member of the Coordinating Committee:
  - a. Breaks the Safer Space Policy or Confidentiality Agreement;
  - b. Fails to attend a meeting of the Coordinating Committee at least twice in one (1) semester, without just cause;



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- c. Fails to attend a General Assembly, without just cause;
  - d. Fails to attend office hours four (4) or more times in a semester, without just cause;
  - e. Has a report submitted against them to the SSMU Human Resources Representative, or equivalent judicial body, or;
  - f. Otherwise fails to fulfill their duties, as outlined in the Constitution.
- ii. A Disciplinary Committee shall consist of:
  - a. The SSMU Executive overseeing student services, or their designate;
  - b. The Administrative Coordinator, and;
  - c. An impartial member of Queer McGill at large.
- iii. Should one (1) of the proposed members of the Disciplinary Committee be the subject of said Committee, the SSMU Executive overseeing student services shall appoint a replacement.
- iv. The Disciplinary Committee may impose disciplinary action, which may include probation, sanction, dismissal and any combination of these.
- v. The Disciplinary Committee may refer contentious matters to the SSMU.

## Article XII: Use of Queer McGill Resources

- i. Individuals or organizations that abuse Queer McGill's goodwill in their use of Queer McGill resources may be barred from further access to those resources by a majority vote at a meeting of the Coordinating Committee.
  - a. These resources include, but are not limited to, monetary resources and funding, the community resource binder, the office, the library, safer sex supplies, and gender-affirming products.

## Article XIII: Signatures and Certification Procedure

- i. All legal contracts, documents, or instruments in writing which require signature shall be signed by the relevant Coordinator, the Administrative or Finance Coordinator, and the General Manager of SSMU or the SSMU executive overseeing student services.
- ii. All legal contracts, documents or instruments so signed shall be binding upon Queer McGill unless nullified by the SSMU.



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## Article XIV: Resolutions and Amendments

- i. The Constitution and By-Laws may be amended at any General Assembly of Queer McGill by a resolution adopted for this purpose by a majority of  $\frac{2}{3}$  of the full members in attendance.
- ii. Any proposed resolution must be made available to the membership no fewer than 48 hours before the General Assembly.
  - a. Notwithstanding, resolutions introduced during the General Assembly may be considered with the approval of two-thirds ( $\frac{2}{3}$ ) of full members in attendance.
- iii. Any resolution brought to a General Assembly shall be deemed to have passed if a majority of the members present vote in favour of such a resolution.
- iv. All changes to the Constitution must be submitted to the SSMU for ratification.
- v. The Queer McGill Constitution must be reviewed, at minimum, once every five (5) years by the Coordinating Committee and changes put forward to the General Assembly, if necessary.
- vi. Any member may bring forward a resolution for consideration, which must be voted on by the General Assembly.
- vii. Should a motion be submitted to a meeting of the Coordinating Committee in full attendance such that the Coordinating Committee is unanimously in favour of the motion, this motion shall be considered 'friendly.'
  - a. A friendly motion, whether it be a resolution or an amendment to the Constitution, shall be absolved of the conditions stipulated in Article XIV, subsections i, ii, and iii of the Constitution.
  - b. A friendly motion shall be deemed to have passed upon receiving a unanimous vote of approval by the Coordinating Committee, with every Coordinator in attendance.
  - c. A friendly motion shall be considered as tantamount to a motion passed by the General Assembly under Article XIV, subsections i, ii, and iii, and shall be enforced and enacted as such.
  - d. Notwithstanding, friendly motions must be ratified at the next regularly scheduled meeting of the General Assembly.
  - e. Upon its passing, it shall be the responsibility of the Coordinating Committee to communicate the contents and implications of any friendly motion with the members to the best of its ability.
- viii. A member may challenge a friendly motion at any time prior to the next regularly scheduled General Assembly following the enactment of the friendly motion by submitting



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a petition with no fewer than ten (10) valid signatures, electronic or otherwise, of full members to the Coordinating Committee.

- a. Upon the delivery of this petition to the Coordinating Committee, the motion in question shall be considered null and void. Any amendment stipulated in the motion shall be stricken from the Constitution by a friendly amendment or at the next General Assembly. Any resolutions or statements stipulated in the motion shall be publicly retracted.
- b. Once a friendly motion has been defeated by a petition, the Coordinating Committee may not reintroduce the motion or any similar motion unless it conforms to the conditions stipulated in Article XIV, subsections i, ii, and iii.

## Article XV: The Constitution

- i. The Constitution shall be made available to any members who request a copy.
- ii. The Constitution shall be posted to the official Queer McGill website, if it exists, and all official social media platforms as it is amended.
- iii. The Constitution shall be ratified, after its amendment or adoption, by the SSMU.
  - a. Notwithstanding, the Constitution shall enter force immediately upon its amendment or adoption.
- iv. The Constitution and the Safer Space Policy shall act as the guiding documents of Queer McGill. Where it does not specify a rule or guideline, the rules and guidelines within shall act as a guide in determining the appropriate rule, action or guideline in any given situation. In deriving a rule, action or guideline, the Coordinating Committee shall consider the Constitution in its entirety with reference to any part of the Constitution that serves a similar function.
- v. In areas not covered in this Constitution, the SSMU's Constitution shall take effect.

## Article XVI: Emergency Powers

- i. Should a catastrophic and/or unprecedented situation arise such that General Assemblies and Elections as outlined in the Constitution are not feasible (ex. indefinite campus closure), Articles VI, VII, and XIV shall be considered null and void.
- ii. The Coordinating Committee shall then be permitted to facilitate a General Assembly and Election, if necessary, in line with the spirit of Articles VI, VII, and XIV, to the best of its ability.
- iii. General Assemblies and/or Elections enacted under Article XVI shall be considered tantamount to General Assemblies and/or Elections enacted under Articles VI, VII, and XIV and any decisions, amendments, and/or elections shall be enforced as such.



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- iv. Should the Coordinating Committee come to a unanimous agreement that the continuity or internal memory of Queer McGill is under threat, the term limits outlined in Article VII: The General Assembly may be suspended by a resolution adopted unanimously by the Coordinating Committee for this purpose.
- v. Should any full member feel that the spirits of Articles VI, VII, and XIV have not been respected, or is otherwise concerned with the execution or ethicality of the General Assembly and/or Election, they may submit a petition with no fewer than ten (10) valid signatures, electronic or otherwise, of full members to the Coordinating Committee no fewer than seven (7) days before the scheduled General Assembly and/or Election. Should this occur, the Body may pursue two courses of action. The Coordinating Committee may;
  - a. Make changes to the format and/or execution of the General Assembly and/or Election in consultation with the member in question such that the signees of the petition are satisfied or;
  - b. Suspend the General Assembly and/or Election until Articles VI, VII, and XIV can be fulfilled. In this case, the incumbent Coordinators will continue to fulfil their roles to the best of their abilities, as outlined in the Constitution, until an election can be held. Any proposed amendments to the Constitution shall be postponed until a General Assembly can be held, with the exception of friendly motions.
- vi. The decision(s) of the Coordinating Committee regarding the enactment and enforcement of Article XVI and their response(s) to any petitions submitted regarding Article XVI shall be publicized to the members to the best of its ability.
- vii. It shall be the responsibility of the Coordinating Committee to ensure, to the best of its ability, that all members feel represented and that its actions are in line with the spirit of the Constitution and its Mandate.
- viii. Should the situation in question evolve such that General Assemblies and Elections as outlined in the Constitution are feasible, Articles VI, VII, and XIV shall be restored.





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## Appendix A: By-Laws

- i. A set of By-Laws, including a the Safer Space Policy, shall exist to extend upon the mandate of Queer McGill and ensure the safety of Queer McGill spaces and operations.
  - a. The By-Laws of Queer McGill shall be reviewed by the Administrative Coordinator and amended by the General Assembly no fewer than once every five (5) years.
  - b. The By-Laws shall be enforced by the Coordinating Committee, and stewarded by the Administrative Coordinator with the assistance of the Resource Coordinator.
  - c. Subsequent amended versions of the By-Laws shall be uploaded to the Queer McGill website, if it exists, as it is amended.
- ii. New By-Laws may be created and/or dismissed at the discretion of the General Assembly and shall be publicized in the Queer McGill office, and through all reasonable social media.
  - a. New By-Laws may not contradict existing By-Laws, unless those By-Laws are nullified or otherwise dismissed by the General Assembly.
  - b. Where the By-Laws contradict or otherwise conflict with not the Constitution, the Constitution will supersede the By-Laws.

The most recent version of the Safer Space Policy and other By-Laws of Queer McGill, at the time of this Constitution's last amendment, is available at the link provided below.

[Safer Space Policy and By-Laws of Queer McGill](#)



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*Located on Haudenosaunee and Anishinaabe, traditional territories*

## Appendix B: Job Descriptions

In compliance with **Article IX: Requirements and Duties of Coordinators**, the job descriptions of Queer McGill Coordinators, as outlined by the SSMU, strive to be as reflective as possible of the practices undertaken by the Coordinators in the execution of their respective responsibilities.

The operations of Queer McGill and its Coordinators are fluid in nature. The duties as outlined in **Article IX: Requirements and Duties of Coordinators** are often shared and/or traded between Coordinators in the execution of the Mandate as stipulated in **Article II: Mandate**.

The most recent job descriptions, as defined by the SSMU, are available at the links provided below.

[Administrative Coordinator](#)

[Communications Coordinator](#)

[Events Coordinator](#)

[Finance Coordinator](#)

[Resource Coordinator](#)



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## Appendix C: Land Acknowledgement

Queer McGill is located in Tiohtiá:ke, the unceded traditional territory of the Kanien'ké:ha, Haudenosaunee, Anishinaabe, and Wendat peoples. This land has long served as a place for meeting and exchange among groups of Indigenous people. While this recognition is an important step, settlers must work to further understand their obligations as guests on Indigenous land. For more information, or to get involved, please read the [Indigenous Ally Toolkit](#) or donate time or money to the Native Women's Shelter, Resilience Montreal, or other Indigenous organizations.

Queer McGill est situé à Tiohtiá: ke, le territoire traditionnel non cédé des peuples Kanien'ké: ha, Haudenosaunee, Anishinaabe et Wendat. Cette terre a longtemps servi de lieu de rencontre et d'échange entre des groupes de peuples autochtones. En reconnaissant la terre sur laquelle nous nous tenons, les colons doivent se travailler pour mieux comprendre leurs obligations en tant qu'occupant-e sur les terres autochtones. Pour plus d'informations ou pour vous impliquer, veuillez lire [la trousse d'outils pour les alliées aux luttes autochtones](#) ou donner du temps ou de l'argent à la Native Women's Shelter, Résilience Montréal ou à d'autres organisations autochtones.