



# University Students' Council of the University of Western Ontario

## COMMUNITY STANDARDS POLICY

**EFFECTIVE:**

**SUPERSEDES:**

---

**AUTHORITY:**

**RATIFIED BY:** Council

Executive Council

---

**RELATED  
DOCUMENTS:**

**PAGE | 1 of 6**

### **PREAMBLE**

The University Students' Council seeks to create a community that welcomes creative expression and constructive discussion, while recognizing that reasonable limits must be put in place. In attempting to reach these goals, this policy is twofold. First, the Policy is to ensure that community space within the University Community Centre (UCC) is safe for all members of the University community. Second, the Policy is to ensure that designates of the USC, or student organizations recognized by the USC respect the rights of all members of the University and surrounding community to live and work in an environment that is free from harassment and discrimination. This Policy; therefore, applies to students involved in the USC and affiliated organizations and persons booking space through the USC Reservations Office.

### **1.00 DEFINITIONS**

1.01 "Act" or "Act of Expression" include but are not limited to:

- (1) Posting, or causing any person to post, textual or graphical displays or displays that combine both text and graphics; and,
- (2) Using speech or other forms of communication or causing any person to speak or use other forms of communication.

1.02 "Community space" means any area that is open for public use, including the atrium in the UCC;

1.03 "Group" means an association of persons including USC clubs;

1.04 "Infringer" means a person in violation of, or accused of violating, this Policy;

1.05 "Person" means any individual or corporate entity.

### **2.00 APPLICATION**

2.01 This Policy shall apply to:

- (1) All persons and groups that use, or attempt to use, community space within the UCC for the purpose of acts of expression;



## University Students' Council of the University of Western Ontario **COMMUNITY STANDARDS POLICY**

---

PAGE | 2 of 6

- (2) Conduct that occurs on the premises of Western or its affiliated colleges; and,
- (3) Off-campus acts when the individual is acting as a designated representative of the USC or a student organization recognized by the USC or when the individual holds out that she is a representative of the USC or a representative member of a student group or organization of the USC.

### **3.00 PROHIBITED CONDUCT**

3.01 Acts of expression within community space, including within the UCC, are strictly prohibited if such acts;

- (1) Are deemed objectionable. Without limiting the generality of the foregoing, the following list sets out specific examples of objectionable acts of expression. This list is illustrative only and is not intended to define objectionable acts in exhaustive or exclusive terms.
  - i. Willfully promote hatred against any identifiable group;
  - ii. Breach the USC Discrimination Harassment and Violence Prevention Policy, or the equivalent Western policy or policies where the USC Policy is no longer effective;
  - iii. Causes a disruption: and act that disrupts or obstructs any person or group to carrying out of her or its legitimate activities, or to speak to or associate with others.
  - iv. Misconduct against persons and dangerous activity:
    - a. Any assault, harassment, intimidation, threats or coercion;
    - b. Conduct that threatens or endangers the health or safety of any person or group;
    - c. Knowingly (which includes when one should reasonably have known) creating a condition that endangers the health, safety, or well-being of any person;
    - d. Coercing, enticing or inciting a person to commit an act that is humiliating or demeaning to that person or to others.
  - v. Furnishing false information to any person or group;
  - vi. Violates published University policies, rules or regulations;



## University Students' Council of the University of Western Ontario **COMMUNITY STANDARDS POLICY**

---

PAGE | 3 of 6

- vii. Aiding or encouraging others in the commission of an act prohibited under this Policy or attempting to commit an act prohibited under this Policy;
- viii. Failure to comply with any sanctions imposed by the Executive Council or Clubs Governance committee for infringing this Policy;
- ix. Any other act that has, or might reasonably be seen to have, an adverse effect on the reputation or the proper functioning of the USC, or the health, safety or rights of other persons or groups.

### **4.00 ACTS OF EXPRESSION BY CLUBS**

#### 4.01 During an Act:

- (1) Immediate Authority: The USC General Manager, the Senior Manager Facilities and Operations, and the Vice-President Communications have the authority to decide whether an act of expression infringes this policy and to terminate the act immediately.
- (2) Disciplinary Authority: All decisions to terminate an act will come before the Clubs Governance Committee within two weeks to allow the Committee to decide whether to take further disciplinary action.
  - i. The Clubs Governance Commissioner shall make a recommendation to the Clubs Governance Committee on what further disciplinary action should be taken based on the following:
    - a. Those who exercise immediate authority shall, collectively, provide a written report of the incident to the Clubs Governance Commissioner; and,
    - b. The infringer shall provide a written statement to the Clubs Governance Commissioner.
  - ii. The Clubs Governance Committee shall make its decision in accordance with the Clubs Policy.
  - iii. Where appropriate, the Clubs Governance Committee may consult with other resources available at Western, including Equity Services, in order to make more informed decisions.

#### 4.02 After an Act:

- (1) Any person or group may file a complaint under this Policy with the Clubs Governance Commissioner.



## University Students' Council of the University of Western Ontario **COMMUNITY STANDARDS POLICY**

---

PAGE | 4 of 6

- i. A complaint must include:
  - a. An outline of the circumstances of the alleged contravention of this Policy;
  - b. The name of the infringer; and,
  - c. The name and signature of the complainant and the date.
- (2) The Clubs Governance Commissioner shall inform the infringer that a complaint has been issued against and that a hearing will be conducted by the Clubs Governance Committee.
- (3) The Clubs Governance Commissioner must bring the complaint before the Clubs Governance Committee for discussion and to decide the appropriate course of action.
  - i. The Clubs Governance Committee shall conduct a hearing in accordance with the Clubs Policy.
  - ii. Where appropriate, the Clubs Governance Committee may consult with other resources available at Western, including Equity Services, in order to make more informed decisions.

### **5.00 ACTS OF EXPRESSION NOT BY CLUBS**

#### 5.01 During an Act:

- (1) Immediate Authority: The USC General Manager, the Senior Manager Facilities and Operations, and the USC Vice-President Communications have the authority to decide whether an event infringes this policy and to terminate the act of expression immediately.
- (2) Disciplinary Authority: All decisions to terminate an act will come before the Executive Council within two weeks to allow the Executive Council to decide whether to take further disciplinary action:
  - i. The Executive Council shall inform the infringer that a hearing is being held to decide whether further action shall be taken.
  - ii. All those involved in the incident, including the infringer, may submit a written statement to the Executive Council.
  - iii. Where appropriate, the Executive Council may consult with other resources available at Western, including Equity Services, in order to make more informed decisions.



## University Students' Council of the University of Western Ontario **COMMUNITY STANDARDS POLICY**

---

PAGE | 5 of 6

- iv. The Executive Council shall provide a written report outlining its decision and reasons used to arrive at its decision to the infringer and the immediate decision-maker.

### 5.02 After an Act:

- (1) Any person or group may file a complaint under this Policy with the USC Governance Officer.
  - i. A complaint must include:
    - a. An outline of the circumstances of the alleged contravention of this Policy;
    - b. The name of the infringer; and,
    - c. The name and signature of the complainant and the date.
- (2) The Governance Officer shall inform the infringer that a complaint has been issued against her and that a hearing will be conducted by the Executive Council.
- (3) The Governance Officer must bring the complaint before the Executive Council for discussion and to decide the appropriate course of action.
  - i. All those involved in the incident, including the infringer, may submit a written statement to the Executive Council.
  - ii. Where appropriate, the Executive Council may consult with the other resources available at Western, including Equity Services, in order to make more informed decisions.
  - iii. The Executive Council shall provide a written report outlining its decision and reasons used to arrive at its decision to the infringer and the complainant.

### 6.00 SANCTIONS

- 6.01 Any student found responsible for misconduct may be subject to the disciplinary sanctions of this Policy, regardless of the action or inaction of civil authorities. Nothing in this Policy precludes the USC from referring an individual matter to the appropriate law enforcement agency before, during, or after disciplinary action is taken by the Executive Council or Clubs Governance Committee under this Policy.
- 6.02 The Executive Council may impose one or more sanctions for infringing this Policy, including, but not limited to:



## University Students' Council of the University of Western Ontario **COMMUNITY STANDARDS POLICY**

---

PAGE | 6 of 6

- (1) Restricting or banning access to use UCC community space for acts of expression for a period of time to be determined by the Executive Council;
  - (2) Imposing conditions to access UCC community space, such as requiring consultation with the Executive Council prior to usage of such space for acts of expression, or public or private apologies; and,
- 6.03 Where a club has infringed this Policy, those with Immediate Authority will make recommendations to the Clubs Governance Committee who will decide the appropriate sanctions according to the Clubs Policy.

### **7.00 APPEALS**

- 7.01 The decision of the Executive Council is binding and there is no right for appeal.