

# Community Standards Policy

H-04

LONG TITLE	Community Standards Policy	DATE OF ENACTMENT	24 March 2022
		LAST AMENDED	
REFERENCE No.	H-04	NEXT REVIEW	31 January 2026
CATEGORY	Board	COMPETENT CHAMBER	CUSA Board
REVIEW COMMITTEE	CUSA Board or Designated Subcommittee	DELEGATES	

The Carleton University Students Association (CUSA) 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 CUSA is safe for all members of the University community. Second, the Policy is to ensure that designates of the CUSA, or student organizations recognized by CUSA, 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 CUSA and affiliated organizations and persons booking space through the CUSA 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;
- 1.03 “Group” means an association of persons including CUSA 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 CUSA for the purpose of acts of expression;
  - (2) Conduct that occurs on the premises of Carleton or its affiliates; and,
  - (3) Off-campus acts when the individual is acting as a designated representative of CUSA or a student organization recognized by CUSA or when the individual holds out that she is a representative of CUSA or a representative member of a student group or

organization of CUSA.

### **3.00 PROHIBITED CONDUCT**

3.01 Acts of expression within community space, including within the CUSA, 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. Acts that are deemed objectionable may include those that:

- i. Willfully promote hatred against any identifiable groups including but not limited to those groups outlined within the Ontario Human Rights Code and in section (below);
  - a. The Ontario Human Rights Code currently identifies race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender orientation, gender identity, gender expression, age, marital status, family status or disability;
  - b. This will be taken to include any hate that falls under the International Holocaust Remembrance Alliance definition of antisemitism;
- ii. Breach CUSA Discrimination Harassment and Violence Prevention Policy, or the equivalent Carleton policy or policies where CUSA Policy is no longer effective;
- iii. Cause a disruption: any act that disrupts or obstructs any person or group from 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 degrading to that person or to others.
- v. Provide false information to any person or group;
- vi. Violate published University policies, rules or regulations;
- vii. Aid or encourage others in the commission of an act prohibited under this Policy or attempting to commit an act prohibited under this Policy;
- viii. Fail to comply with any sanctions imposed by the Executive Council or Clubs Governance Board 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 CUSA, or the health, safety or rights of other persons or groups.

### **4.0 ACTS OF EXPRESSION BY CLUBS**

4.01 During an Act:

(1) Immediate Authority: CUSA Executive Director, the Board and Director of Student Development have the authority to decide whether an act of expression infringes on this policy and to terminate the act immediately.

(2) Disciplinary Authority: All decisions made by those identified above to terminate an act will come before the Clubs Oversight Committee within two weeks to allow the Committee to decide whether to take further disciplinary action.

i. The Clubs Oversight Committee shall decide 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 Oversight Committee; and,

b. The infringer shall provide a written statement to the Clubs Oversight Committee.

ii. The Clubs Oversight Committee shall make its decision in accordance with the Clubs Policy.

iii. Where appropriate, the Clubs Oversight Committee may consult with other resources available at Carleton 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 Oversight Committee.

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 Oversight Committee shall inform the infringer that a complaint has been issued against and that a hearing will be conducted by the Clubs Governance.

(3) The Clubs Oversight Committee must bring the complaint before the Director of Student Development for discussion and to decide the appropriate course of action.

i. The Clubs Oversight Committee and the Director of Student Development shall conduct a hearing in accordance with the Clubs Policy.

ii. Where appropriate, the Clubs Oversight Committee and Director Student Development may consult with other resources available at Carleton, in order to make more informed decisions.

#### 5.00 ACTS OF EXPRESSION NOT BY CLUBS

##### 5.01 During an Act:

(1) Immediate Authority: The CUSA Executive 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 CUSA Executive within two weeks to allow the The CUSA Executive to decide whether to take further disciplinary action:

i. The CUSA Executive 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 CUSA Executive.

iii. Where appropriate, The CUSA Executive may consult with other resources available at Carleton in order to make more informed decisions.

iv. The CUSA Executive 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 CUSA Executive

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 CUSA Executive shall inform the infringer that a complaint has been issued against them and that a hearing will be conducted by The CUSA Executive.

(3) The Director of Student Development must bring the complaint before The CUSA Executive 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 CUSA Executive.

ii. Where appropriate, The CUSA Executive may consult with the other resources available at Carleton in order to make more informed decisions.

iii. The CUSA Executive shall provide a written report outlining its decision and reasons used to arrive at its decision to the infringer and the complainant.

## **6.0 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 CUSA from referring an individual matter to the appropriate law enforcement agency before, during, or after disciplinary action is taken by The CUSA Executive under this Policy.

6.02 The CUSA Executive may impose one or more sanctions for infringing this Policy, including, but not limited to:

(1) Restricting or banning access to use CUSA space for acts of expression for a period of time to be determined by The CUSA Executive;

(2) Imposing conditions to access CUSA space, such as requiring consultation with The CUSA Executive 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 Oversight Committee who will decide the appropriate sanctions according to the Clubs Policy.

## **7.00 APPEALS**

7.01 The decision of The CUSA Executive is appealable to the Ombuds Office.