GSS Mission Statement: The Graduate Student Society of UBC Vancouver represents and advocates on behalf of all UBC Graduate Students to the University, the Government, and the public. We provide academic, professional, social, and recreational services to our members, and act as stewards of the Thea Koerner House Graduate Student Centre.
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1. General

1.1 Relationship between the Bylaws and the Policy Manual of the Graduate Student Society

1.1.1 In accordance with Bylaw 13, these policies constitute the Policy Manual of the Graduate Student Society (GSS; the “Society”).

1.1.2 In the event that a policy is in conflict with a Bylaw, the latter shall prevail.

1.1.3 This manual comprises all the policies of the Society.

1.1.4 Definitions of terms within the Policy Manual are as outlined within Bylaw 1.2.1.

1.2 Procedure for Amending the Policy Manual

1.2.1 The Policy Manual may be amended if:

   (a) the proposed amendments are presented to Council using the Policy Revision Form contained in Appendix XIV, and

   (b) the proposed amendment is approved by ordinary resolution of the members, or special resolution in Council.

1.2.2 Correction of spelling or grammatical (typographical) errors, in cases where there is no question of changing the meaning of the text, are not considered to be amendments. Such corrections may be made if:

   (a) a unanimous vote of the Code and Policy Committee determines that the correction does not affect meaning; and

   (b) the Code and Policy Committee notifies Council of the correction at the next meeting of Council. If any Councillor objects to any correction, Council must approve that correction by a special resolution. If this resolution fails, the correction shall immediately be reverted.

1.3 Use of Forms in the Policy Manual

1.3.1 Forms that are important to GSS activities are included in the Policy Manual in order to ensure that a definitive version is available.

1.3.2 Forms present in the Policy Manual should be used as presented for their indicated functions, in paper copy, except as follows:

   (a) The Affiliate Organization and Event Fund Forms (Appendix VIII-X) may be used as a web-based form, as long as:
i. the web-based form includes all content in the forms found in the Policy Manual;

ii. any additional questions are indicated as optional in the web-based form; and,

iii. paper versions as found in the policy manual continue to be accepted.

(b) The GSS Legal Waiver Form (Appendix XIII) may be used as an electronic form, with details regarding the event in question filled in by the persons organizing the event.

c) The Ballot Layout for GSS Elections (Appendix IV) and Preliminary Announcement of Election Results (Appendix V) may be distributed in electronic formats, providing the content is the same as that in the Policy Manual.

d) The Confidentiality Agreement and Personal Information Protection Agreement (Appendix XII) and Policy Revision Form (Appendix XIV) may be used as an electronic version, provided the content is the same as that in the Policy Manual.

2. Membership in the Society

2.1 Ordinary Members

2.1.1 An ordinary member is as stated in Bylaw 3.1.

2.2 Honorary Members

2.2.1 An honorary member is as stated in Bylaw 3.2, and a list of honorary members can be found in Appendix I.

2.3 Associate Members

2.3.1 An associate member is as stated in Bylaw 3.3.

2.3.2 Associate membership is granted once the application is approved by ordinary resolution at Council.

2.3.3 An application for associate membership must include:

   (a) the name and student number of all students represented by the organization,
2.3.4 The fee for associate membership is twenty-five dollars per student per year until revoked or revised by ordinary resolution of Council as per Bylaw 3.9.3.

2.3.5 Associate membership is indefinite.

2.3.6 Associate membership may be rescinded by the organization or at the discretion of Council.

2.3.7 Council may grant a non-voting seat per organization subscribing to the associate membership.

2.4 Supporting Members

2.4.1 A supporting member is as stated in Bylaw 3.4.

2.4.2 The fee shall be forty dollars per year until revoked or revised by an ordinary resolution of Council.

2.5 Affiliate Organization

2.5.1 An affiliate organization is as stated in Bylaw 3.5.

2.5.2 Affiliate organization status is granted to Departmental Graduate Student Associations and Non-Departmental Student Groups if the application is approved by Council.

2.5.3 An application for affiliate organization status must include:

   (a) the number of students represented by the organization, and
   (b) a resolution passed by members of the organization to join the Society.

2.5.4 Affiliate organization status may be rescinded by the organization or at the discretion of Council.

2.5.5 A Departmental Graduate Student Association is:

   (a) any organization that represents graduate students within a particular department, and
   (b) composed of ordinary members of the Society.

2.5.6 A Non-Departmental Student Group shall:

   (a) be ratified by the Council.
(b) be any organization that does not represent graduate students of one particular department, but does represent a defined community of graduate students as recognized by discretion of Council,

(c) be in part composed of members of the Society, and

(d) have membership open to all graduate students.

2.5.7 A Non-Departmental Student Group may have one representative attend Council meetings as a non-voting member.

2.5.8 Affiliate organizations must be listed on the GSS website, including the organization name and primary contact information; Vice-President, Students (VP Students) shall ensure the list is updated within 30 days after each council meeting.

3. Council

3.1 Procedures of Council

3.1.1 Council shall meet on the third Thursday of each month, except for the month of December, when Council shall meet on the second Thursday.

3.1.2 Council may vote by special resolution to change the meeting date to an alternative Thursday within the same calendar month as the originally scheduled council meeting.

3.1.3 The Standard Council Agenda form contained in Appendix VII shall be used for all regular Council meetings.

3.1.4 At the Council meeting following completion of the requirements stated in Policy 6.1.2, the Chair shall recognize and seat new Councillors at the beginning of the meeting.

3.1.5 Only after having been formally seated will new Councillors be included in the calculation of quorum.

3.1.6 For any appointments or contracts requiring approval by Council, all candidates or directly involved parties may be asked to leave for the duration of the vote at the discretion of the Chair.

3.1.7 Members of the Society who are currently employed by the Society shall not be entitled to serve on Council, or serve on any committee in a voting capacity.

3.1.8 Conducting discussions in camera:

(a) At the request of any three members, Council may be moved in camera for further discussion. Upon moving in camera, the members shall state their reason for entering in camera.
(b) While in camera, Council shall then decide whether to stay in camera by special resolution.

(c) No other vote shall be held in camera.

(d) Only members of Council may be present when in camera. However, Council may also invite specified individuals who are not members of Council to attend the in camera portion of a meeting.

(f) Individuals attending the in camera portion of a Council meeting shall not disclose any information discussed in camera to anyone, including other Councillors, without the authorization of Council.

3.2 Attendance at Council

3.2.1 Only ordinary members, honourary members, Councillors, Executive Officers, staff members of the Society, student representatives of the Board of Governors, and guests of Council may attend Council meetings.

3.2.2 Ordinary members, honorary members, Councillors, Executive Officers and guests of Council shall have voice at Council meetings.

3.2.3 Members of the Society who are employees of the Society retain all other rights as members of the Society, including:

(a) the right to attend Council or committee meetings,

(b) the right of voice, and

(c) the right to engage in any activities of ordinary membership, except Council-related voting activities.

3.2.4 Councillors and Executive Officers may invite anyone to attend a Council meeting as a guest of Council to deal with a specific issue. These guests:

(a) may speak on the specific issue for which they have been invited,

(b) shall attend the meeting only when that specific item is under consideration, and

(c) must leave when that item has been dealt with.

3.3 Conflicts of Interest

3.3.1 A conflict of interest occurs when a Councillor, relative, or close friend of that Councillor may benefit in a financial manner or in any other significant material manner from a Council decision, or if a decision of Council may result in the creation of a duty or
interest that materially conflicts with the Councillor’s duty or interest as a GSS Councillor.

3.3.2 Conflicts of interest shall be handled in accordance with the British Columbia (BC) Societies Act. In brief, any Councillor who believes they have a potential conflict of interest shall:

(a) immediately declare the nature of the conflict. Council shall decide whether the nature of the situation is truly a conflict of interest;

(b) leave the room during the discussion of the matter in question, unless invited by other Councillors to remain for the purpose of providing information;

(c) leave the room during the vote;

(d) abstain from voting; and

(e) refrain from any attempt to influence the vote.

3.3.3 The measures detailed in 3.3.2 shall be recorded in the minutes of the Council meeting.

3.3.4 The provisions outlined in this section shall not override any other specific provisions describing specific situations of conflict of interest, or handling of specific potential conflicts of interest.

3.3.5 If a Councillor is concerned that another member of Council is in a potential conflict of interest situation that they have not declared, then that Councillor can bring this to the attention of Council. Council shall decide whether the nature of the situation is truly a conflict of interest.

4. Executive Officers

4.1 Powers and Duties of Members

4.1.1 The President shall, in addition to duties outlined in the Bylaws:

(a) ensure all reasonable efforts are made to send copies of the minutes of the previous Council meeting, the agenda of the upcoming Council meeting, and any other relevant material to each Councillor in advance of each regular council meeting,

(b) review incomplete affidavit of election forms for departmental representative seatings submitted to the Society and approve at their discretion,
(c) maintain liaisons with any non-voting Council representatives not defined in Bylaw 5.6.1,
(d) ensure a record of proxies for Council meetings are maintained,
(e) ensure a record of committee meeting minutes are maintained,
(f) ensure the bylaws and policy manuals are up to date,
(g) serve as proxy for the VP Students to administer the GSS Event Fund,
(h) set the date for the election,
(i) ensure the Parking policies are followed, and
(j) ensure the Society is following the Personal Information and Protection Act.

4.1.2 The Vice-President, Students (VP Students) shall, in addition to the duties outlined in the Bylaws:

(a) administer the GSS Event Fund as per Policy 9.

4.1.3 The Vice-President, University and Academic Affairs (VP UAA) shall, in addition to the duties outlined in the Bylaws:

(a) administer the Graduate Student Emergency Fund, and
(b) serve as ex officio member of Graduate Council.

4.1.4 The Vice-President, External Relations (VP External) shall, in addition to the duties outlined in the Bylaws:

(a) ensure the Society’s policies on Expiration of Position Statement are followed as per Policy 14.4.

4.1.5 The Financial Officer (FO) shall, in addition to the duties outlined in the Bylaws:

(a) ensure the Society’s policy on Signing Authority is followed as per Policy 11, and
(b) ensure the Society’s policies on Executive Officer Spending are followed as per Policy 15.

4.2 Executive Vacation Policy

4.2.1 Executive Officers shall be entitled to a total of two weeks of vacation during their term, not including the time of closure of the Centre over the winter closure as defined by the UBC Academic Calendar.
4.2.2 Executive Officers elected for terms shorter than 12 months shall be entitled to the same percentage of vacation time proportional to the length of their term.

4.2.3 Executive Officers must provide the Chair of the Executive Oversight Committee notice of vacation time or a leave of absence, including their date of departure and date of return to the Society, prior to their departure.

4.2.4 During their vacation, the Executive Officers shall continue to receive their honoraria.

4.2.5 During their vacation, the Executive Officer shall make all reasonable efforts to stay connected to the Society by email or phone.

4.2.6 In case of special circumstances, including but not limited to research-related travel or field work, family emergencies, and medical reasons, an Executive Officer may take additional time off, but this time shall be considered a leave of absence.

4.2.7 Council may appoint a temporary Executive Officer should the elected Executive Officer take a leave of absence or are absent from their position for longer than consecutive four weeks.

4.2.8 Executive Officers shall not receive an honorarium while on a leave of absence or when they exceed their allotted vacation time.

4.3 Executive Transition

4.3.1 EOC, in consultation with the incoming member of the Executive who is being trained and the General Manager, shall decide the extent to which the outgoing member has fulfilled the requirements of Executive Transition and dictate how much of the transition honoraria they will receive. This will be based on Appendix XX (Executive Transition).

4.3.2 Each Executive member shall be partly responsible for the orientation of their replacement, including but not limited to:

(a) completion of a comprehensive transitional report no later than the date that the incoming Executive member takes office;

(b) training of the incoming Executive member;

(c) consultation on Executive matters at the request of the incoming Executive member for a period of not less than one (1) month after the incoming executive member takes office;

(d) organization of the Executive member’s office and files; and

(e) assisting in position reviews for appointees reporting to the executive’s office.
4.3.3 If an Executive member is re-elected to the same position, the said Executive member shall not be granted transitional honorarium.

4.3.4 If an Executive member from one year is elected to another Executive position in the following year, the said Executive member must complete all the training activities required by this Article outside the expected work hours stipulated in Bylaw 8.5.

5. **Executive Officer Spending**

5.1 **Local Transportation**

5.1.1 Cost for transportation when traveling locally to and from events required for Society business may be reimbursed. Modes of transportation can include but not limited to car rental, public transportation, taxi, co-op cars, and ferry.

5.1.2 Executives are expected to take the cheapest form of transportation within reason when possible. When safety or practicality prohibits the use, members should use a taxi service, co-op car, rental or their own car.

5.1.3 Executives are expected to car pool when possible.

5.1.4 Executives should record and claim reimbursement for mileage over and above the mileage from the Executive’s residence to their regular workplace. Where the mileage from the Executive’s residence to the destination is less than the mileage from the Executive’s residence to their regular workplace no claim should be made. Executives who use their own vehicle for approved Society business will be reimbursed per kilometer travelled at the current rate. Executives who use their own vehicle for Society business will be reimbursed per kilometer travelled at the current rate described in 5.1.6.

5.1.5 When trips are made to and from the event during the day, 100% of the mileage may be claimed. When trips are made on the way to the Society or on the way home from the Society, to an event that causes an Executive to go out of their way, only the mileage of the detour should be claimed. When the distance to the event for the day is the equivalent of going to the office or less, no claim should be made.

5.1.6 The current rate per kilometer may be obtained from the Society administration office, and shall be fixed from time to time in accordance with the mileage rate allowed by the Canada Revenue Agency for tax purposes.

5.2 **Out of Town Transportation and Accommodation**

5.2.1 The Society shall pay for transportation and/or accommodation expenses when an Executive must travel out of town for the purpose of Society business. Transportation
and/or accommodation bookings should be made through the Society administrative office staff. An Executive may be reimbursed for transportation and/or accommodation bookings under exceptional circumstances as determined at the discretion of the FO.

5.2.2 Executives are expected to take the cheapest mode of transportation within reason.

5.2.3 Executives will only get reimbursed for the cost of an economy or coach ticket.

5.2.4 If a rental car is the most appropriate option, Executives should use the following guidelines:

(a) Minimize cost by researching rates of available rental companies and car models.

(b) The rental should include unlimited mileage (the Society does not pay for rental car mileage).

5.2.5 Out of town transportation and/or accommodation expenses not otherwise accounted for in an Executive’s annual budget must be approved by the FO prior to booking.

5.3 Out of Town Personal Expenses

5.3.1 Up to $60.00 (CAD), or such other amount set by the Financial Officer when traveling outside of Canada, per day may be claimed for necessary personal expenses including but not limited meals and personal care items.

5.3.2 Where necessary, the per diem will be provided in advance of departure.

5.3.3 Expenses for transportation, accommodation and parking are above the necessary personal expense per diem referred to in Policy 5.3.1 and will be reimbursed separately.

5.3.4 If meals are included in the event plans, Executives are expected to eat the meals provided; however, alternative meals may be reimbursed in exceptional circumstances (i.e. for dietary, allergy, ethical reasons, etc.)

5.3.5 Liquor is not an allowable expense.

5.3.6 When out of town for Society business, Executives can claim phone expenses related to roaming charges.

5.4 Tipping

5.4.1 Tipping is appropriate where it is customary. Tipping expenses more than 18% will not be covered by the Society, where the Executive has discretion on the amount or percentage.

5.5 Parking Fees
5.5.1 When attending meetings on behalf of the Society, or staying at hotels with pay parking, parking fees will be reimbursed by the Society up to $15.00 per day. Executives are expected to research and utilize the most economical parking available. Valet parking services will not be reimbursed.

5.6 Traffic Fines

5.6.1 The Society does not endorse speeding, illegal parking, or other traffic infractions. Any tickets, violations or fines received during the course of Society business are solely the responsibility of the Executive.

5.7 Conferences

5.7.1 Conference expenditure not otherwise accounted for in an Executive’s annual budget must be approved by Council after consultation with the FO.

5.8 Non-Allowable Expenses

5.8.1 Expenses that are not eligible for reimbursement include, but are not limited to:

(a) Liquor as per Policy 5.3.5,
(b) Entertainment not otherwise necessary,
(c) Traffic fines as per Policy 5.6.1,
(d) Gratuities beyond 18% as per Policy 5.4.1,
(e) Hotel charges for additional services not otherwise included in Policy 5.2, and
(f) Valet parking as per Policy 5.5.2.

5.9 Operational Spending

5.9.1 Whenever possible, Executives shall direct requisitions or spending requests for expected operational expenses to the Administrative Assistant, Office Manager or Events Director.

5.9.2 When an Executive is faced with an unexpected operational expense that cannot otherwise be dealt with in accordance with 5.9.1, an Executive may incur said operational expense on his or her own account for later reimbursement subject to approval by the FO as outlined in 5.10.

5.10 Reimbursement Process and Exceptions

5.10.1 All reimbursements are subject to approval by the FO.
5.10.2 A claim form including receipts must be submitted to the FO no later than 2 months after the end of the event (e.g. conference, meeting, etc.) that occasioned the expense. The receipts must agree with the date and time of departure and return.

5.10.3 Where a per diem has been provided to an Executive in advance, any portion of their per diem that cannot be satisfactorily accounted for with appropriate receipts must be refunded to the Society.

5.10.4 If a receipt cannot be produced, a missing receipt form must be submitted to and approved by the FO. Expenses greater than $50 cannot be claimed using a missing receipt form.

5.10.5 Claim forms shall be approved by the FO and funds shall be reimbursed no later than 20 working days after submission.

5.10.6 Where the expenditure is not authorized within this policy, no reimbursement shall be provided.

5.10.7 If the FO denies reimbursement, the Executive may appeal their decision to Council for final determination.

6. Councillors

6.1 General

6.1.1 Councillors shall fall into five (5) distinct groups:

   (a) Departmental Representatives,
   (b) Graduate Council Representatives,
   (c) Alma Mater Society (AMS) Council Representatives,
   (d) Student Senators representing the Faculty of Graduate Studies and Postdoctoral Studies,
   (e) Non-Voting Representatives, and Executive Officers.

6.1.2 Prior to being seated on Council, all Councillors, including all Departmental and Non-Departmental Representatives, are required to submit to the Society Office a completed “Declaration of Election” found in Appendix II, and submit to the Society Office or online a completed “Confidentiality Agreement and Protection of Personal Information Agreement” found in Appendix XII.

6.1.3 Employees of the Society shall not be permitted to serve as voting Councillors.
6.2 Departmental Representatives

6.2.1 A Departmental Representative must be democratically elected from a Department in good standing as defined in Bylaw 3.7.

6.2.2 Each departmental representative seated as Councillor shall endeavor to join at least one Committee of Council and participate in its activities.

6.2.3 Pursuant to Bylaw 7.2.1, Departmental Representatives are voting members of Council.

6.3 Graduate Council Representatives

6.3.1 Council may appoint five (5) members in a good standing as representatives to the Graduate Council of the Faculty of Graduate and Postdoctoral Studies provided such appointments are advertised in student publications at least one (1) week in advance.

6.3.2 Representatives will be appointed by Council at the October Council meeting for a one-year term.

6.3.3 The VP UAA shall be the Chair of the Graduate Council Caucus who is responsible for:

(a) giving an oral report at each Council meeting summarizing the activities of the Graduate Council.

(b) be responsible for the orientation of all Graduate Council Representatives, including advising them of their duties and responsibilities, and for the effective operation of the representative team including:

i. ensuring all representatives are notified of the time, place and proposed agenda for all Graduate Council meetings.

ii. designating a substitute Chair for Graduate Council meeting if they are unable to attend a meeting, and

iii. encouraging Graduate Council Representatives to actively engage and contribute to the Committees of the Graduate Council.

6.3.4 Pursuant to Bylaw 7.2.1, Grad Council representatives are voting members of Council.

6.4 Alma Mater Society Council Representatives

6.4.1 In accordance with the Graduate Student Association and the AMS Bylaws and Codes, Council may appoint four (4) representatives to the AMS as required.

6.4.2 Elections for these positions must be advertised in student publications at least one (1) week in advance.
6.4.3 Representatives are appointed by Council at the October Council meeting for a one-year term.

6.4.4 From these representatives, Council shall elect a Chair who is responsible for:

(a) giving an oral report at each Council meeting summarizing the activities of the AMS Council.
(b) the orientation of all AMS Representatives, including advising them of their duties and responsibilities, and for the effective operation of the representative team including:
   i. ensuring all AMS Council Representatives are notified of the time, place and proposed agenda for all AMS Council meetings,
   ii. designating a substitute Chair for AMS Council meetings if they are unable to attend a meeting, and
   iii. encouraging AMS Council Representatives to actively engage and contribute to the Committees of the AMS Council.

6.4.5 Pursuant to Bylaw 7.2.1, representatives to AMS Council are voting members of Council.

6.5 Student Senators representing the Faculty of Graduate and Postdoctoral Studies

6.5.1 Student Senator Representatives of the Faculty of Graduate and Postdoctoral Studies are elected in accordance with Policy 12.

6.5.2 Pursuant to Bylaw 7.2.1, Student Senators representing the Faculty of Graduate and Postdoctoral Studies are voting members of Council.

6.5.3 Council shall provide the Student Senators representing the Faculty of Graduate and Postdoctoral Studies the opportunity to provide updates on the activities of Senate at each Council meeting.

6.6 Non-Voting Representatives

6.6.1 Pursuant to Bylaw 7.2.2, Non-Voting Representatives will consist of non-Departmental Affiliate Organization Representatives, (Policy 2.5.7) and Society Representatives to other organizations not previously mentioned.

6.6.2 Council Representatives to other organization are required to:

(a) participate in the appropriate committees of the Society,
(b) report to Council on the activities of the organizations,
(c) regularly report to the President outside of Council meetings, and
(d) obtain advice from Council, or if time does not permit the Executive, if called to speak on behalf of the Society.

6.7 Proxies

6.7.1 Any Councillors may leave one proxy with the President, authorizing another graduate student to attend and participate in Council meetings in their place.

6.7.2 Meetings missed by proxies count towards a Councillor’s attendance record pursuant to Bylaw 7.7.2.

6.7.3 A proxy shall be any ordinary member of the Society in good standing.

7. General Committee Policy

7.1 General

7.1.1 Every standing Committee shall have a Terms of Reference that must be included in this Policy Manual and posted on the Society’s website.

7.1.2 A meeting of a Committee may be called by the Chair of the Committee or any two members of the Committee.

7.1.3 Any member of a Committee, except the Chair, may appoint a proxy from among the ordinary members of the Society. The Chair may designate a Deputy Chair as per Policy 7.8.3.

7.1.4 The quorum of a Committee shall generally consist of at least greater than one half of the members of the Committee but no less than three. Committee members who gave regrets in advance of the meeting to the Chair and have a legitimate reason for missing the meeting are excluded from the calculation of quorum.

7.1.5 No member shall hold more than one vote at any Committee meeting, even in the case of joint meetings of two or more Committees.

7.1.6 A Committee member other than an ex officio member who misses a total of three Committee meetings without providing regrets and a legitimate reason for missing the meeting may be removed from the Committee, at the Chair’s discretion.

7.1.7 All Committee meetings must be called at least forty-eight hours in advance with the time and place posted on the Society website. An agenda consisting of a list of topics to be discussed must be provided to Committee members at least forty-eight hours in advance, and the Chair or members calling the meeting must endeavour to provide any relevant supporting documents at this time. Modifications to the agenda after this time are permissible by ordinary resolution of the committee.
7.1.8 Any ordinary member of the Society may attend any open Committee meeting with voice but without vote.

7.1.9 No Committee member may be excluded from any meeting of the Committee to which they belong and Committee members shall have both voice and vote at all meetings of their Committee.

7.1.10 Meetings of the Committees can consist of two sessions, an open session and an in camera session:

(a) The business of the Committee will normally be conducted during the open session unless the nature of the business necessitates otherwise. Minutes of the open session will be publicly available.

(b) In camera sessions shall be open to Committee members and invited guests only. Minutes of any closed session will be available only to the members of the Committee and the Executive Committee. A Committee needs to record the result of an in camera session decision (if any) as part of the minutes of an open session and is encouraged to do so whenever possible.

7.1.11 All standing committees of Council, except the Executive Committee, shall be required to submit written SMART goals to the Governance & Accountability committee in December, and update Governance & Accountability on their progress towards these goals.

7.1.12 All Committees should keep detailed minutes of Committee meetings. Committees shall:

(a) provide electronic copies to the President within seven days of the meeting,

(b) approve Committee minutes within two Committee meetings,

(c) submit approved minutes to Council.,

7.1.13 Committee minutes shall be posted online once approved by council.

7.1.14 Any resolution agreed to in writing by greater than one half of the members of the Committee, and placed in the minutes of the next Committee meeting, shall be considered valid as if regularly passed during a Committee meeting.

7.2 Committee Structure

7.2.1 Every standing Committee shall have the following number of seats

(a) five (5) seats for Councillors,
(b) five (5) seats for ordinary members not seated on council, and

(c) as many as required in the Committee’s terms of reference for *ex officio* members.

7.2.2 Notwithstanding Policy 7.2.1, a committee may define specific numbers of Councillor and ordinary member seats in its Terms of Reference, in which case this will override Policy 7.2.1.

### 7.3 Appointment of Committee Members

7.3.1 Committee members are appointed by ordinary resolution at Council.

7.3.2 Nominations can be made either in person at Council or by prior request to the Speaker of Council.

7.3.3 Should the number of Councillors nominated exceed the number of vacant seats, there will be an election in council of which the speaker of Council shall determine the procedure.

7.3.4 Prior to attending any committee meeting in their capacity as a member of that committee, any person appointed to a committee must submit to the Society Office Completed copies of the Confidentiality Agreement” and “Protection of Personal Information Agreement” found in Appendix XII of the Policy Manual, if they have not otherwise done so.

7.3.5 Any person appointed to a committee who fails to submit completed copies of the “Confidentiality Agreement” and “Protection of Personal Information Agreement” found in Appendix XII within thirty (30) days of being appointed as a member of said committee shall be automatically removed from that committee.

7.3.6 Excluding positions occupied by Executive Officers, all standing committee memberships shall be re-seated at the October Council meeting.

7.3.7 Should a vacancy occur in a Council-elected position on a Committee, Council shall elect a replacement member as soon as possible to complete the term of the previously appointment member.

7.3.8 All committee members shall conduct themselves according to the “GSS Code of Conduct” found in Appendix XI.

### 7.4 Standing Committees

7.4.1 Standing Committees of the Society are as stated in Bylaw 9.1.1.

7.4.2 All Standing Committees shall operate according to Policy 7 and their respective terms of reference, as set out in Policy 8.
7.5 **Ad-Hoc Committees**

7.5.1 Ad-Hoc Committees shall be created by ordinary resolution at Council.

7.5.2 The recommendation to establish an Ad-Hoc Committee must include a mandate of the proposed Ad-Hoc Committee, duration with an approximate end date, the member composition, and proposed recruitment.

7.5.3 Ad-Hoc Committees are required to follow the same procedures outlined in Policy 7.

7.5.4 The mandate of Ad-Hoc Committees shall expire at the Annual General Meeting.

7.6 **Sub-Committees**

7.6.1 Any Committee can establish a Sub-Committee by a majority vote of the Committee.

7.6.2 The recommendation to establish a Sub-Committee must include a mandate of the proposed Sub-Committee, duration with an approximate end date, the member composition, and the proposed recruitment strategy.

7.6.3 All Sub-Committees are required to provide regular reports to the Committee they were established by.

7.6.4 The Committee that established the Sub-Committee shall be responsible for any action taken by the Sub-Committee and must ensure that Society policy and procedures are followed.

7.6.5 The Sub-Committee may not take any action that would contravene the Committee that established the Sub-Committee’s Terms of Reference.

7.7 **Caucuses**

7.7.1 Caucuses are defined as groups of representatives appointed by the GSS to represent the GSS to an external governing body (“the external body”).

7.7.2 Caucuses currently recognized by the GSS, to which this policy applies, are:

(a) the Graduate Council Caucus, for which the external body is the Graduate Council of the Faculty of Graduate and Postdoctoral Studies, and

(b) the AMS Caucus, for which the external body is the AMS.

7.7.3 Caucuses shall function according to General Committee Policy, as described in 7.1. Caucuses shall not have Terms of Reference, as their specific functions are to participate in the external body.

7.7.4 The responsibilities of the Caucus to Council shall consist of:

(a) representing the interests of GSS members to the external bodies,
(b) providing updates on their activities and meetings, and

(c) conveying GSS interests to the external body at the direction of Council.

7.7.5 From the members of each Caucus, Council shall elect a Caucus Chair who is responsible for the function of the caucus, unless otherwise stated in 7.7.6. Caucus Chairs shall function as Committee Chairs, as described in Policy 7.8, including receiving an honorarium and being able to appoint a Deputy Caucus Chair, unless otherwise stated in 7.7.6. In addition to the general responsibilities of chairs, a Caucus Chair shall provide to Council a briefing note for each meeting of the external body, summarizing the main business of that meeting with respect to the GSS.

7.7.6 The Graduate Council Caucus shall not have an elected chair, and rather shall be chaired by the VP UAA., who shall not receive an honorarium for chairing the Caucus as per Policy 6.3.3.

7.7.7 Caucus members are expected to actively engage and contribute to the committees of the external body and the Caucus Chair shall also encourage members to do so.

7.7.8 Vacancies on a Caucus, including those resulting from unseating, may be filled by appointment by Council, provided such appointments are advertised. Such appointments are effective until the next October Council.

7.7.9 A Caucus member, other than an *ex officio* member, who misses a total of three Caucus meetings without providing regrets and a legitimate reason for missing the meeting may be removed from the caucus, at the Chair’s discretion.

7.8 Committee Chairs

7.8.1 Council may elect a Committee Chair by ordinary resolution from among the members of the committee who are either Councillors or Ordinary Members.

7.8.2 If Council does not elect a chair within sixty (60) days of the position becoming vacant, then a Committee shall elect a Chair from among its members who are also members of Council, unless a different procedure has been included in the Committee’s Terms of Reference.

7.8.3 In the event of the absence or anticipated absence of a Chair to fulfill their duties, the chair or committee should appoint a Deputy Chair from among the members of the committee. A Deputy Chair:

(a) is primarily intended to provide a backup in the event that a Chair is temporarily absent and to ease the transition between Chairs;
(b) is appointed by the Chair or by a quorate meeting of the Committee, and acts until removed by the Chair or quorate Committee unless otherwise specified at the time of appointment;

(c) assumes all of the duties of the Chair in the event that the Chair is absent or unseated;

(d) shall not receive remuneration if they assume the duties of the Chair for less than one month; in the event that they fulfill these duties for one month or longer they should receive the remuneration due to the Chair, and be elected Chair as per Policy 7.8.1 or 7.8.2 if possible.

7.8.4 Except where a Committee’s Terms of Reference state that the Committee should be chaired by an executive, any executive who holds a chair position will be unseated automatically at the beginning of every Council meeting. The executive may be re-elected chair at the meeting at which they are unseated, but preference must be given to a qualified alternative candidate outside the executive if one is available.

7.8.5 Chairs shall receive an honorarium of one hundred and fifty (150) dollars per month, except for cases in which the Committee Terms of Reference specify that an executive will chair the Committee. In this case, the Chairship is considered part of the executive duties and no additional remuneration shall be given.

7.8.6 The honoraria of the Committee Chairs shall be adjusted annually according to Consumer Price Index (CPI).

7.8.7 The Chair of each Committee shall:

(a) submit their Committee’s goals as described in Policy 7.1.11,

(b) submit to each Council meeting a brief written report about the Committee’s work. In the case of a standing Sub-Committee, updates of the Sub-Committee’s progress must be included in this report,

(c) provide notification of Committee meetings as described in Policy 7.1.7,

(d) be responsible for Committee minutes as described in Policy 7.1.12,

(e) liaise with other Committees when appropriate, including endeavouring to attend group meetings with other Committee Chairs,

(f) be responsible for the orientation of Committee members, advising them of their duties, and

(g) be responsible for the effective operation of the Committee including:
i. designate a substitute Chair for meetings the Chair is unable to attend,

ii. fill out a Chair Transition Report and appoint a Deputy Chair, in the event they must step down,

iii. strive to have the Committee meet at regular times and places,

iv. run meetings efficiently, and address complaints from Committee members about conduct at meetings,

v. encourage members to actively contribute to the work of the Committee, and

vi. encourage open discussion of items or topics.

7.8.7 The Chair has the discretion to apply Robert’s Rules of Order at Committee meetings.

7.9 Committee Disputes and Deadlocks

7.9.1 Any ordinary member of the society may appeal any Committee decision to Council with the exception of the Engagement and Elections Committee whose decision shall be final.

7.10 Committee Restructuring

7.10.1 If a Committee, in the view of a single member of the Society, has not been functioning according to the letter and spirit of the Constitution, Bylaw or the Policy Manual, the member may recommend to Council that the Committee’s membership be reconstituted.

7.10.2 Council may by special resolution remove a member of a Committee, including the chair, if the member to be removed has been given written notice of the motion ten days before the Council meeting, including reasons for which their removal is being considered.

8. Standing Committees: Terms of References

8.1 Executive Committee

8.1.1 The Executive Committee shall:

(a) be chaired by the President as per Bylaw 8.5.2.d.iii notwithstanding the terms of Policy 7.8.1-7.8.3,

(b) consist of all Executive Officers as voting,
(c) not consist of any Councillors or ordinary members, unless Council appoints a Councillor to sit as a voting member on the Executive Committee, by special resolution. In this case Council will define a period of time for the appointment, and at the end of the appointed period, Council may re-appoint the Councillor by the same process,

(d) prepare policy and budget proposals for consideration by Council, and

(e) not be empowered to make decisions on behalf of the Society unless specifically directed by Council.

### 8.2 Academic and External Committee

8.2.1 The purpose of the Academic and External Committee is to develop resources to provide support for graduate students, including but not limited to those who have additional challenges and unexpected hardships, and to consider and make recommendations regarding university-wide affairs in so far as they affect graduate students. These affairs include but are not limited to changes in tuition fees, financial support, campus construction and zoning, student housing, and academic regulations.

8.2.2 The Academic and External Committee shall:

(a) establish effective GSS data gathering processes to guide advocacy, support graduate students, and support graduate student representatives,

(b) develop recommendations for graduate student advocacy, and initiate collaboration with other committees as appropriate to implement these recommendations,

(c) administer the Graduate Student Financial Aid (as per Policy 15),

(d) provide oversight of the GSS Peer Support Services,

(e) support the VP President External in lobbying the municipal, provincial and federal government on behalf of graduate students,

(f) support the President and VP UAA in arranging student representatives to other university committees or task forces,

(g) ensure that the external representatives named in Policy 8.2.3.d are informed of their right to membership in the Academic and External committee, and

(h) perform other duties related to its purpose as directed by Council.

8.2.3 *Ex officio* members of the Academic & External Committee shall be:
(a) the President,
(b) the VP UAA,
(c) the VP External, and
(d) the following external representatives:
i. one graduate student member of the Board of Governors,
ii. one graduate student member of the Senate,
iii. the lead representative for the Society to the AMS (as specified in Policy 6.4.4), and
iv. the lead representatives of the GSS to the faculty councils in UBC Vancouver.

8.2.4 The external representatives named in Policy 8.2.3.d may waive their seat, and will forfeit their individual right to an *ex officio* seat in the committee if, having been informed of their *ex officio* membership, they miss two consecutive committee meetings without providing regrets in advance.

8.3 Code and Policy Committee

8.3.1 The purpose of the Code and Policy Committee is to review the Constitution, Bylaws, and Policy Manual of the GSS (Code), recommend amendments to the Code as necessary, and provide assistance to other GSS bodies in revising and interpreting the Code.

8.3.2 The Code & Policy Committee shall:

(a) review the Code, perform consultation as necessary, and draft suggested changes, including,

ii. ensuring the Code complies with rules, regulations and other policies that are expected of the Society by UBC, the provincial government, and other stakeholders, recommending hiring of consultants as necessary,

ii. embedding the Strategic Plan within the Code,

(b) review wording of changes to the Code suggested by other Committees or members of Council, without revising the spirit of the motion,

(c) bring suggested changes to the Policy Manual to Council meetings,

(d) bring suggested changes to the Bylaws and Constitution to Council meetings for review by Council before a general meeting of the Society,
(e) update and maintain a current version of the Code, and ensure it is made available to members of the Society,

(f) once per year, review web-based forms to ensure they comply with Policy 1.3,

(g) provide assistance in interpreting the Code to Councillors and other Committees,

(h) provide policy writing training for Councillors,

(i) at the discretion of the Committee, provide consultation or training regarding policy documents to Affiliate Organizations, and

(j) perform other duties related to the Code, as directed by Council.

8.3.3 *Ex officio* members of the Code and Policy Committee shall be the President.

**8.4 House-Finance Committee**

8.4.1 The House-Finance Committee shall:

(a) annually:

i. review annual updates on GSS insurance coverage from the General Manager, for sufficiency,

ii. ensure the annual audit is organized at the end of the fiscal year and is completed for presentation to Council before the commencement of the Annual General Meeting,

iii. recommend to the Annual General Meeting the name of the Auditor for the upcoming fiscal year, and review the choice of auditor every 5 years,

iv. assist the incoming GSS Executives and the GSS General Manager to prepare their corresponding annual budgets, by sharing expertise regarding GSS finances and budgets,

v. review and make recommendations to Council on all budgets,

vi. prepare an annual report on the use of the physical facilities and equipment of the Centre, to be presented at the May Council meeting, alongside the budget, and

vii. review the Society Booking Policy and ensure it is updated.

(b) on an ongoing basis, or at specified time intervals:
i. ensure the financial stability, sustainability and accountability of all Society operations, seeking out additional revenue sources as necessary,

ii. ensure monthly profit and loss statements are generated and reviewed by the committee, and sent to staff and executives by the committee or a designate,

iii. review overall progress with regards to the achievement of budget expectations,

iv. ensure that accounting for the Society is performed according to Canada and British Columbia requirements and best accounting practices,

v. review annual reports from the General Manager on usage of physical facilities,

vi. oversee the implementation of facility improvement proposals, and

vii. oversee the implementation and completion of projects under the GSS Capital Projects Improvement Fund.

(c) as required:

i. review the budget presentation format, and recommend improvements as necessary,

ii. review any need to change the GSS Capital Projects Improvements Fund’s scope;

iii. advise on the maintenance and operation of the physical facilities of the Centre,

iv. advise on any business activities of the Society,

v. liaise with other committees on all financial matters,

vi. obtain advice from the Society’s Lawyer regarding any House-Finance committee issues requiring legal input, and

vii. formulate the rules of the Centre subject to the Bylaws and the Policy Manual.

8.4.2 *Ex officio* members of the House-Finance Committee shall be the President and the FO.

8.5 **Engagement and Elections Committee**
8.5.1 The Engagement and Elections Committee shall:

(a) carry out the duties on organizing elections and referenda as outlined in Section 12 of this manual,

(b) strike the Elections Policy Panel as an ad-hoc committee at least one week prior to the campaigning period,

(c) write and annually update a graduate student engagement plan (e.g. increase event participation, election visibility and accessibility, voter turnout, and candidate nominations) to be presented no later than October in a Council meeting. The plan will be developed in consultation with the executives,

(d) assist VP Students, other executives, and staff members in the implementation of the engagement plan,

(e) assist in the planning and implementation of programs for the academic, social, cultural, recreational, and wellness needs (e.g. the emotional and financial health) of the members of the Society,

(f) oversee the annual Society Orientation, advise how to improve it, and endeavour to provide welcoming events for students entering at all academic terms,

(g) evaluate events, classes and programming based on collected data and make suggestions for improvement,

(h) contribute to marketing of programs and event including the social media, and

(i) assess student proposals for events, classes and programming.

8.5.2 The Electoral and Student Engagement Officer is unable to complete their duties or a suitable candidate is not available to be appointed, the Elections and Engagement Committee Chair shall fulfill the duties of the Electoral and Student Engagement Officer until the end of the election period. The Elections and Engagement Committee Chair shall receive the Electoral and Student Engagement Officer pay while completing the duties and will not receive the Chairship honourarium until the end of the election period.

8.5.3 The Elections and Engagement Committee Chair Deputy Chair, if available, shall perform the duties of Elections and Engagement Committee Chair until the end of the election period if the Elections and Engagement Committee Chair must fulfill the duties of the Electoral and Student Engagement Officer. If no deputy chair is available, the Elections and Engagement Committee Chair must appoint a temporary Chair to fulfill the duties
until the end of the election period. This person will receive the Chairship honourarium until the end of the election period.

8.5.4 The *ex officio* members of the Elections and Engagement Committee Chair shall be the President, the Electoral and Student Engagement Officer, and the Vice President Students.

8.6 **Executive Oversight Committee**

8.6.1 The purpose of the Executive Oversight Committee is to provide a review of the functioning of the elected Executive Officers as both individuals and as a group, and identify ways for the Executive Officers to enhance their performance as individuals and as a group.

8.6.2 The Executive Oversight committee shall:

(a) support executive professional development and the development of communications channels between Executive Officers and with other relevant parties in the university,

(b) develop assessment criteria for the performance evaluations of Executive Officers,

(c) create templates for Executive Officers to help guide setting effective goals related to the Strategic Plan and facilitate goal setting training sessions for incoming Executive Officers in the month of April,

(d) conduct one initial goal review session and two formal performance evaluations:

i. initial goal review session in June,

ii. midterm performance evaluation in November, and

iii. final performance evaluation in March.

(e) present a summary of the performance evaluations to Council at the first Council meeting following each evaluation,

(f) provide an annual update on executive performance to members at the GSS Annual General Meeting,

(g) provide informal performance evaluations and feedback to Executive Officers on a monthly basis or when necessary,

(h) ensure the completion of Executive Transition as stated in Policy 4.3,
(i) support conflict and complaint resolution with respect to activities of the Executive Officers by:

i. receiving complaints and discussing these with the appropriate interested parties,

ii. taking steps to discuss issues of conflict in confidence whether or not a specific complaint has been made, and

iii. facilitating meetings between the interested parties, the Chair of the Executive Oversight Committee, and two other members of the Executive Oversight Committee to resolve the conflict or complaint.

(k) maintain confidentiality over the subject matter of any conflict or complaint whether real or apprehended, and

(l) make recommendations to Council, as appropriate, to improve executive performance or address concerns.

8.7 **Human Resources Committee**

8.7.1 The Human Resources Committee shall:

(a) set the human resources vision for the Society,

(b) set and oversee the observance of the procedures and policies in the Human Resources Manual,

(c) assist the Executive Committee in evaluating and reviewing the performance of the General Manager at regular intervals,

(d) assist the Executive Committee in hiring and terminating the General Manager, and

(e) assist the Executive Committee in determining all aspects of hiring agreements for the General Manager, including benefits and salary.

8.8 **Governance and Accountability Committee**

8.8.1 The purpose of the Governance and Accountability Committee is to provide best practices for governance at the GSS and to ensure accountability of committees and caucuses to Strategic Plan goals and to GSS Council.

8.8.2 The Governance and Accountability Committee shall:

(a) obtain, create, and maintain resources on best governance practices, such as:
i. organizational flow charts showing the relationships between different bodies of the organization,

ii. a ‘roles and responsibilities’ document outlining the responsibilities of all committees and individuals associated with the GSS, such as Councillors, Executives, Committee members, and Chairs,

iii. mechanisms for improving institutional memory, and

iv. training materials for Councillors and Committee members,

(b) perform an ongoing review of the state of GSS governance, in consultation with GSS Executives, Councillors, and committees as appropriate, to determine where gaps exist in the governance and reporting structures, and as appropriate to evaluate options for restructuring the GSS,

(c) recommend to Council the commissioning of an external governance review when deemed in the best interest of the Society. If it has been longer than five (5) years since an external review was last performed, this should be brought to Council every academic year, along with the committee’s recommendation and rationale,

(d) provide recommendations on:

i. governance improvements to GSS Council and

ii. amendments to the GSS Policy Manual or Bylaws in collaboration with the Code and Policy Committee,

(e) oversee the implementation of Council-approved governance recommendations,

(f) monitor progress on the strategic plan by:

i. informing Council annually on the progress on implementing the GSS strategic plan and

ii. providing progress reports at the GSS Annual General Meeting and post updates at least annually on the GSS website, and

iii. ensure that the Strategic Planning Ad-Hoc Committee is formed two (2) years before the end of the current strategic plan to produce successive strategic plans,
(g) assist standing committees and external caucus representatives in setting annual goals, and inform Council on their progress, specifically conducting midterm reviews for committees and caucuses between January-March and provide a final report in October,

(h) ensure completion of transition reports for incoming Committee Chairs,

(i) when necessary, bring Council’s attention to governance issues related to committee performance (e.g. not holding meetings, holding non-quorate meetings, not submitting meeting minutes to Council) in order to prompt Council to request committee minutes or re-seat dysfunctional committees, as appropriate, and

(j) once a year in February, recommend multiple potential oversight bodies so that Council can select a mechanism to review the Governance and Accountability Committee’s annual goals and performance on their goals.

9. GSS Event Fund

9.1 Intention and Purpose

9.1.1 The GSS Event Fund is a rebate of expenses aimed to make Affiliate Organizations (AO) a vital part of the Society and of the Centre by supporting AOs in creating and organizing events, projects, or initiatives that will be of social, cultural, or academic interest to their fellow graduate students.

9.1.2 The fund is a rebate of expenses for events, projects, and/or equipment required for events/projects/initiatives (hereafter, ‘events’) organized and held by an AO.

9.2 Conditions for Rebate

9.2.1 The AO(s) holding the event must be recognized by the Society at the time of the event (see Appendix VIII).

9.2.2 The name and logo of the Society must be prominently displayed at the event and in all promotional materials for the event.

9.2.3 The event must be targeted at and promoted to Graduate Students.

9.2.4 The event must be non-profit.

9.3 Procedure
9.3.1 The AO shall submit an Event Fund application form including a written budget (Appendix IX) to the VP Students of the Society, no later than two (2) weeks prior to the start date of the event.

9.3.2 Rebate shall be based on the guidelines devised by the VP Students and Events Manager during the annual budgeting process. It is the VP Students’ responsibility to communicate these guidelines, which may include publishing reimbursement criteria or calculator on the GSS website, and to provide updates on this process to Elections and Engagement Committee.

9.3.3 The decision on each event fund application is made by the VP Students with the final approval and reimbursement carried out by the FO. Should either of these executives be absent, the President shall act as proxy.

9.3.4 If the VP Students and FO do not agree, the application shall be deferred to the Elections and Engagement Committee for approval.

9.3.5 The AO may appeal to the Elections and Engagement Committee to reconsider the result of the application within fourteen (14) days of the initial application decision.

9.3.6 Requests for the fund that are submitted after the activity has occurred will not be considered.

9.3.7 Money will be disbursed after the event is completed, and:

(a) a Post-Event Fund Report (see Appendix X), including an updated budget sheet, along with copies of original receipts attached, has been submitted to the VP Students within fourteen (14) days of the event via email or in-person to the GSS Office, and

(b) the statement of expenditures and receipts will be reviewed by the FO.

9.3.8 The VP Students shall report to the Elections and Engagement Committee monthly on all processed applications.

9.4 Limitations

9.4.1 The maximum level of support for any event will be the lesser of:

(a) Net costs of the event incurred by the organizing AO(s), andor

b) Five hundred dollars ($500.00) per AO involved in organizing the event.

9.4.2 In case of budgetary constraints of the Society, priority will be given to first-time applicants, interdisciplinary events, and applications that do not have any other funding sources.
9.4.3 GSS Event Fund applications cannot be used to cover alcohol, drugs, or any other illegal/controlled purchases. The event fund will be open to considering applications for events/projects/initiatives that include alcohol (but no other substance), so long as

(a) the GSS Event Fund is not used to cover the costs of the alcohol, and

(b) the AO acquires an appropriate event permit and certification from the British Columbia Liquor and Cannabis Regulation Branch in order to serve alcohol.

10. House and Business Operations

10.1 House Rules

10.1.1 The house rules are for the convenience and safety of members using the facilities of the Centre. Compliance with the rules will ensure congenial surroundings that may be enjoyed by all graduate students.

10.1.2 Members and their guests are expected to demonstrate care for the Centre at all times. Damage to the Centre or theft of Centre's properties, whether through willful or careless action, is a breach of house rules.

10.1.3 Any suggestions or complaints concerning operation of the Centre should be brought to the attention of the General Manager.

10.1.4 No alcohol shall be brought into the building without receiving direct authorization from the General Manager.

10.1.5 Any member found by the House-Finance Committee or its representatives to be in breach of the house rules may have their membership rights suspended under Bylaw 2.8. The House-Finance Committee reserves the right to impose further penalties.

10.1.6 The House-Finance Committee may confirm, rescind, or extend the ban of any person from the Centre.

10.2 General Business Rules

10.2.1 Policies 10.2 and 10.3 are intended to guide, support and monitor the Centre's business operations ("Society Business Operations"), which comprises of room bookings.

10.2.2 Society operations, programs, and events shall be operated in accordance with all relevant legislation including but not limited to the Liquor Control and Licensing Act of the Province of British Columbia, the Occupiers Liability Act, and all applicable University of British Columbia policies, and its regulations.

10.2.3 The Society shall comply with and abide by all policies of insurance, and the insurers thereunder and the underwriters thereof, from time to time in force with respect to any
improvement or operation on, or any condition, use or occupation of the premises or to any liability which might arise therefrom.

10.2.4 The General Manager shall ensure the smooth functioning of the Society room booking services and ensure the accountability of these services to the members of the Society as expressed primarily through the House-Finance Committee and Council.

10.2.5 To avoid a conflict of interests,

(a) no Councillor may be an employee of the Society, but any member who is an employee may participate in discussion and debate about the operations, and

(b) the Society office manager will perform bookkeeping, but will use an external accountant for accounting and auditing of Society operations, programs, events, and services.

10.2.6 The FO and General Manager shall:

(a) Prepare an annual budget and work to issue monthly profit and loss statements reflecting the revenues and expenses of the Society Business Operations.

(b) Submit the budget and the profit and loss statements to the House-Finance Committee for review, within five weeks of the end of the month to be reviewed.

(c) Present the budget to Council no more than one month after submitting it to the House-Finance Committee, and

(d) Manage operations within the budgets, subject to special expenses approved by the House-Finance Committee and to emergency expenses that are necessary to avoid immediate, substantial adverse effects on the Society. The FO shall report any emergency expenses to the next meeting of the House-Finance Committees.

10.3 Bookings

10.3.1 Subject to the rules in Policy 10 and approval of the House-Finance Committee, the Events Director is responsible for the booking operations of the Centre, including

(a) bookings contracts, client relations, and invoicing,

(b) marketing and business planning, and

(c) setting prices for rooms, equipment, and special functions and services, subject to approval by the House-Finance Committee, and
10.3.2 The general rules for bookings are:

(a) Cheques can be made payable to "The Graduate Student Society of UBC - Vancouver".

(b) Bookings cannot be confirmed until a copy of the signed contract and a non-refundable booking deposit (half of the estimated costs) have been received prior to the event.

(c) Bookings scheduled by clients outside regular business hours (Monday to Friday, 9:00 AM to 5:00 PM) are subject to building opening and closing charges. Labour fees are 1.5 times the regular rate on holidays. For an event to start at 8:59am, the opening charge is two (2) hours (British Columbia minimum shift requirement), and for an event ending at 5:01pm the closing charge is also 2 hours.

(d) All clients must pay supervision (minimum two (2) hour shift) for functions outside office hours (see above) from the time the room is booked until the room is vacated or event scheduled to end, whichever is later.

(e) All functions over one hundred guests must have a GSS staff member on hand throughout the entirety of the function.

(f) All clients are responsible for payment of a damage/clean-up deposit, which is set at one hundred dollars ($100) per room per day. This must be received prior to the event start date. Deposits will be refunded within seven (7) days of post-event damage inspection. It is the responsibility of the client to note damage before the function begins; if no such communication is received and confirmed prior to the event, any damage in the room is assumed to be the clients’ responsibility.

(g) Rooms must be returned in the exact manner found. The client is liable for cleaning charges at forty dollars ($40) per hour (two (2) hour minimum) for any cleaning required. This includes the removal of garbage from rooms unless otherwise discussed. Garbage is the responsibility of the client and there are no exceptions. Dirty linens are no extra charge – the cleaning fee for linen is included in the cost.

(h) No minors are permitted entry to licensed facilities (Ballroom and Thea's Lounge) at any time. If minors are attending an event held in these rooms, a liquor primary licence temporary suspension request is required.
(i) A Special Occasion License is required for all events serving alcoholic beverages. Clients are responsible for obtaining this license two (2) weeks prior to the event. If this is not complete and/or De-Licensing is not completed before the event, no alcohol will be allowed with no refunds.

(j) All decorations must be approved by the Bookings Manager. There are no exceptions.

(k) Labour for room set-up and take-down must be paid a minimum of four (4) hours per room, the ballroom is five (5) hours per event. All set-up and take-down procedures must be performed by GSS bookings staff. Clients may bring helpers but this will not affect the hours billed. No access is permitted to any storage room for any client. Set up of a room is to be done directly before the event unless otherwise discussed with the Bookings Manager. The Bookings Manager may, in some cases, grant permission to the client to set up the day before the event; in this case, the client is liable to pay extra costs (negotiable) for having access to the room earlier than booked.

(l) A GSS-assigned supervisor must be present for the entirety of functions serving alcohol, until the last guest leaves the room regardless of attendance.

(m) All guests must have two (2) pieces of ID (one piece must be a government-issued photo ID) to enter any functions serving alcohol. All guests entering any room must have government identification with them (BCID, BCDL, PR Card, passport, landing documents, FPL, etc.).

(n) Rooms are charged for time used. Unless negotiated otherwise, a room is charged from the moment the guests enters the room until the room is cleared out. If the function occupies the room Monday but does not start until Tuesday, the room is rented from Monday as the space is in use. This must be negotiated prior to the event starting.

(o) Nothing is to be posted on walls or windows without approval of the Bookings Manager. Cleaning/damage charges may apply, including any area of the building – where needed easels or boards may be made available. Each sign found on a wall or door will be subject to .25 units of labour to remove it (one unit at $40/per hour).

(p) By completing an estimate/contract, the client signifies that they understand and agree to all terms and house rules. All terms and house rules are subject to change at the Booking manager’s discretion.
(q) Any room booked with people that stay past the hours of the contract will result in liability of the client to pay prorated charges until the room is empty. Extra hours outside of the estimated costs will be prorated at the commercial rate, calculated at an hourly breakdown of the room on an eight (8) hour rental; labour charges also to increase accordingly.

(r) No booking of any room allows the client to set up anything in halls or stairwells, including reception/welcome/registration desks or booths; any of this must be discussed with the booking manager and negotiated.

10.3.3 Bookings require a deposit to be set at the discretion of the FEOO and the General Manager. The deposit is not considered a partial payment. Clients will be invoiced following the event for the entire amount and the deposit will either be returned or voided.

10.3.4 Any booking cancelled less than 5 business days prior to the event causes the forfeiture of the deposit made under Policy 10.3.4

10.3.5 The liquor licensing rules for bookings are:

(a) Special Occasion Licenses are required for any event any space operated by the Society in the Center as these spaces are not licensed. The client must apply for a Special Occasion License and provided a copy to the Society at least fourteen (14) days prior to the event.

(b) Any breach of these licensing rules will cause the immediate cancellation of a function. The client must pay the full charge for a function so cancelled.

10.3.6 There are three classifications for bookings:

(a) GSS internal bookings (Council and committees),

(b) AO bookings

(c) Commercial bookings

10.3.7 Society internal bookings and AO bookings qualify for free use of rooms, and equipment (if available), but the client must pay for any variable costs.

10.3.8 The Society charges, but the client must pay for any variable costs.

10.4 Koerner’s Pub

10.4.1 The use of Koerner’s Pub is governed by the Joint Venture Agreement entered between the Society, HK Commerce and Industry Suppliers Ltd, and the Third Party Agreement between the Society, HK Commerce and Industry Suppliers Ltd, and UBC.
11. **Signing Authority**

11.1 **General**

11.1.1 The FO and the President shall have overall signing authority for the Society.

11.1.2 In case of absence of either, the VP UAA will have signing authority but they cannot sign for both.

11.1.3 Council may by special resolution authorize other Executive Committee members to share signing authority.

11.1.4 In consultation with the FO and President, Council may by special resolution delegate to Society staff limited signing authority to deal with the day-to-day business of the Society.

11.1.5 The Executive Oversight Committee by special resolution may rescind any delegated Society signing authority. A report on any such action must be made by the FO to the following meeting of Council.

12. **Elections Procedure**

12.1 **Elections and Engagement Committee**

12.1.1 The Elections and Engagement Committee shall:

1. be responsible for conducting Society elections in accordance with Bylaw 8.2 and with the procedures described in section 12 of this manual,

2. not impose any additional rules or procedures other than those defined here, unless Council delegates responsibility for conducting the election to an organization outside of the Society. Any new rules or procedures must be proposed as amendments to this manual as per Policy 1.2.1,

3. have an Electoral and Student Engagement Officer (ESEO) who shall be:
   i. appointed no later than three months before the election of each year,
   ii. appointed by council by a special resolution,
   iii. disallowed to stand for election, and
iv. whose duties shall, if a suitable candidate is not available, be fulfilled by the VP UAA, in accordance with Chair of the Elections and Engagement Committee, in accordance with Policy 8.5.2,

(e) report to the Council during the Council meeting following the election and make recommendations on the election process and procedure as it deems proper,

(f) prescribe and employ the necessary advertising strategies to call for nominations and to announce the date, time and place or method of Polling,

(g) prescribe the procedures for counting the ballots and communicate these procedures to the Candidates before the counting begins, and

(h) announce the results of the election to the Society membership via the Society website.

12.1.2 The Elections and Engagement Committee shall:

(a) meet with all candidates to present the rules and procedures governing the Elections after the nomination period closes.

(b) organize at least one meet-the-candidates meeting and/or candidates’ debate before the opening of the polls. These events can be held on-campus or off-campus.

(c) organize an Elections page on the Society website with a section that provides the candidates an opportunity to present their backgrounds, platforms, and intended goals for their term should they be elected.

12.2 Elections Policy Panel

12.2.1 The Elections Policy Panel shall:

(a) be formed no later than one week before the campaigning period,

(b) consist of the ESEO, Elections and Engagement Committee chair, one member from Elections and Engagement Committee, and one member from Code & Policy Committee. It can be chaired by either the Elections and Engagement Committee chair or the Electoral and Student Engagement Officer,

(c) be responsible for the expedient resolution of complaints regarding candidates’ campaigning, and monitoring candidates’ campaign material throughout the election cycle,
(d) be responsible for the approval of campaign material within one week of receiving it if there are no violations of policies described in Policy 12.5,
(e) review complaints regarding candidates’ campaigning behaviour,
(f) demand retraction or rectification of campaign materials if it found a violation of policies described in Policy 12.5 within forty-eight (48) hours of reviewing the complaint,
(g) enforce Policy 12.5.18 regarding disqualification of candidates after failure to retract or rectify campaign materials,
(h) cease to exist once the Election Report is presented to Council following the elections.

12.3 Dates for Elections

12.3.1 The dates for Society elections shall be set and announced to the membership of the Society by the President no later than thirty (30) calendar days prior to the start of voting.

12.3.2 The period of nominations shall be set and announced to the membership of the Society by the ESEO no later than one week prior to the start of the nomination period.

12.3.3 The period of campaigning shall be set and announced by the ESEO no later than one month prior to the start of the campaigning period.

12.4 Nominations

12.4.1 Any ordinary member of the Society may be nominated for any position to be contested in the election

12.4.2 Nominations shall be affected by submission of a completed copy of the approved nomination form with signatures of three ordinary members in support of the nomination and the nominee themselves.

12.4.3 The form can be picked up in person from the Society office or downloaded from the Society website, and it shall be returned in person by candidates to the Society office so a Society staff member may witness the candidate signature.

12.4.4 The nomination form shall follow the format in Appendix III. It may be incorporated as a part of other materials, and aesthetic adjustments are allowed.

12.4.5 Nominations are to be open for at least a period of two weeks and shall close one week prior to the opening of Polling. Nominations are to close on the last day of the nomination period at the close of business of the Society’s office.
12.4.6 Extensions to the nomination period, for all positions together as a whole, up to the last business day prior to the opening of Polling, may be allowed in extraordinary circumstances at the discretion of the Elections and Engagement Committee. Any decision taken for extending the nomination period, along with the relevant reasons, must be presented to Council.

12.4.7 Nominations shall be filed with the ESEO or their designate.

12.5 Campaigning

12.5.1 The period of campaigning may extend until the closing of polls at the discretion of the ESEO.

12.5.2 The cost of a candidate’s campaign shall not exceed one hundred and fifty dollars. Material used in previous campaigns shall be valued at original cost. The Society will reimburse candidates up to one hundred and fifty dollars for new campaign materials. A signed statement of expenses with receipts must be submitted to the ESEO at the close of the campaigning period, and will be subject to audit.

12.5.3 Candidates may not use any portion of their campaign budget to provide financial or in-kind benefit as an incentive for votes.

12.5.4 Campaign material must be posted in accordance with UBC Building Policy.

12.5.5 There shall be no campaigning within ten metres of the polling booth when polls are open.

12.5.6 Candidates may not use Society or any email distribution lists administered by UBC, its Faculties, or Departments during their campaign.

12.5.7 Candidates may not run in slates, real or apparent, or share expenses for campaign material. A slate means a group of two or more candidates that campaign together for any position elected during the Society’s elections on a similar platform for mutual advantage. This includes, but is not limited to, the following activities:

(a) appearing on another candidate’s campaign materials, including but not limited to posters, banners, flyers, handouts, websites, and social media campaign groups;

(b) producing posters or other campaign materials that closely resemble those of another candidate in design, colour, branding or appearance; and

(c) using the same slogan or slogans as one or more other candidates.
12.5.8 At its discretion, the Elections and Engagement Committee may prohibit other activities that resemble a slate.

12.5.9 Candidates are expected to campaign independently, but if joint campaign activities, including but not limited to classroom announcements and leafleting, do occur, they must be reported to the Elections and Engagement Committee. Such reports must be made as they happen every seventy-two (72) hours. At its discretion, the Elections and Engagement Committee may approve such activities or order them to cease.

12.5.10 Notwithstanding the rules against slates in Policies 12.5.7 through 12.5.9 above, candidates may endorse a maximum of two other candidates.

12.5.11 Candidates are required to attend the All-Candidates Meeting or should they be unable to attend the scheduled time of this meeting, they are required to make alternate arrangements for a make-up meeting with the ESEO that must take place no later than five business days after the general All-Candidates Meeting. If a candidate misses the All-Candidates Meeting and has not made alternate arrangements for a make-up meeting with the ESEO that shall take place within the specified five business days after the general All-Candidates Meeting, their name shall be withdrawn from the elections by the Elections and Engagement Committee.

12.5.12 Candidates are required to attend the Elections Debate(s). If a candidate is absent from a Debate, their name will be withdrawn from the elections by the Elections and Engagement Committee, if the candidate does not provide a legitimate reason for their nonattendance to the committee. The decision of the Elections and Engagement Committee in discerning the legitimacy of a reason will be final.

12.5.13 Elections and Engagement Committee may require Candidates to submit one or more brief personal statements and a photograph, for purposes of advertising the election and informing voters regarding candidates. These materials may be published on GSS online communications channels and on the ballot, provided that candidates for the same office are featured equally in such communications.

12.5.14 Candidates shall not in any way force, dishonestly influence, or materially induce a member into making a voting decision. This includes making unsubstantiated claims about other candidates, the GSS, or GSS members.

12.5.15 Candidates are responsible for informing themselves and anyone campaigning on their behalf as to the contents of this Policy Manual.

12.5.16 Candidates may be held responsible for inappropriate conduct by themselves or anyone campaigning on their behalf.

12.5.17 Prepared campaign materials (including but not limited to posters, pamphlets and social media posts), must be approved by the Elections Policy Panel prior to distribution.
12.5.18 In the event the Elections Policy Panel deems a candidate has violated a policy in their campaign material, said candidate is required to take down or otherwise retract the material within 24 hours of notification. Failure to do so will result in disqualification from the election.

12.5.19 Candidates who wish to appeal a decision made against them by the Elections Policy Panel are entitled to do so, and the appeal will be reviewed by both the Elections and Engagement Committee and the Elections Policy Panel. Said candidates are also entitled to receive a response within forty-eight (48) hours of filing the appeal.

12.6 Ballot and Voting Procedure

12.6.1 Ballots shall follow the format in Appendix IV; the only changes allowed are the listing of candidate names, unless approved by Council.

12.6.2 The ordering of candidates shall be random whenever possible.

12.6.3 The ballots shall carry two extra options for each position, called "Reopen Nominations" and "Abstain". Whenever possible, the ballots should include an explanation of these two options for voters.

   (a) The purpose of “Reopen Nomination” is to allow members to call a new election if all the candidates for a position are unsuitable. The votes for “Reopen Nominations” shall be counted as if it were a candidate. If “Reopen Nominations” wins an election, then that position shall be declared vacant, and a new election (for the respective position only) shall be called by the ESEO.

   (b) The purpose of “Abstain” is to allow members to decline voting for or against the candidates for a position.

12.6.4 Candidates for Student Senators shall be appointed by acclamation if there are only two candidates for the two (2) position openings.

12.6.5 The GSS shall use the AMS SimplyVoting software for its polling purposes.

12.6.6 The Elections and Engagement Committee shall:

   (a) designate one of its members to be the electronic voting system administrator (the “Administrator”),

   (b) instruct the Administrator to use one of the following options:

      (i) A local administration: oversee the installation and configuration of the electronic voting system administration software, ensure the safekeeping of the elections administration software on a computer available for audit, use an account with a unique login
and password known only to the Elections and Engagement Committee, or

(ii) A remote administration: secure a contract for the services of the electronic voting system personnel, where the Administrator can monitor the configuration of the electronic voting system election, population of the voters list, security of the software, and counting of ballots. Furthermore, the contract should make the electronic voting system available for audit.

12.6.7 If a polling station is employed to provide access to the electronic voting system, the station must be kept secure and any materials at the polling station must be neutral and not influence the voter’s decision in any way.

12.7 Counting of the Votes

12.7.1 Each candidate may have one scrutineer present at any stage of the polling, including the collecting of an electronic voting system election result. The candidates shall not be present at the collecting of an electronic voting system election result.

12.7.2 The candidate shall forward in writing the name of their scrutineer to the ESEO.

12.7.3 No member shall be allowed more than one vote in any Society election. If a member is found to have cast more than one vote, all votes shall be voided, and Council may, at their discretion, penalize the member.

12.7.4 After the polls have closed on the last day of polling, the Administrator and the ESEO shall collect the elections results. There shall be at least two members of the Elections and Engagement Committee present at the collection of electronic voting system results.

12.7.5 In the event of a tie for the most number of votes, the vote shall be decided by the toss of a coin by the ESEO.

12.8 Announcing Results

12.8.1 At the conclusion of counting, the ESEO shall draft a report of the preliminary results and announce the preliminary results. This report shall be signed by all present at counting, including scrutineers. It shall follow the form outlined in Appendix V and shall be made public no later than seventy-two (72) hours following the closing of the polls.

12.8.2 The results are deemed official once ratified by Council.

12.9 Complaints

12.9.1 Any complaint by a member of the Society regarding the elections shall be reported in writing to the ESEO no later than five business days after a specific incident if the
complaint concerns another candidate’s behavior. If the complaint concerns the general election procedure, the complaint shall be reported in writing to the ESEO no later than five business days after the preliminary announcement of the election results.

12.9.2 A candidate may appeal the election results to Council, which may appoint an ad-hoc committee to conduct an official recount.

12.9.3 The Elections and Engagement Committee may penalize a candidate in the event of a breach of any policies outlined in this Section. The Elections and Engagement Committee shall determine the penalties for such breaches. Any decision taken along with the reasons for such action must be presented to Council. Penalty options include, but are not limited to:

(a) removal of campaign material,
(b) retraction of campaign material,
(c) correction of campaign material,
(d) withholding re-imbursement of campaign expenses,
(e) disqualification of the candidate from the election, or
(f) any combination of the aforementioned penalties.

12.9.4 Complaints and Appeals are to be filed using an Elections Complaint Form (Appendix VI), sent by email to the ESEO. All Elections Complaint Forms will be relayed to the Elections Policy Panel. The ESEO also reserves the right to file complaints themselves.

12.9.5 If a complaint is not within the purview of the Election Policy Panel it will be handled by the Elections and Engagement Committee.

12.9.6 If a complaint is about the ESEO or the Election Policy Panel, the complaint will instead be filed to the chair of the Governance and Accountability Committee.

12.10 Ratification

12.10.1 Council shall vote whether to ratify the legitimacy of the Society elections process at the first Council meeting after the conclusion of the elections process and in any event, before the next term begins.

12.11 By-elections

12.11.1 By-elections may be called by Council to fill any executive vacancy, subject to Bylaw 8.4.

12.11.2 By-elections shall be conducted under the existing Elections Procedure and shall be conducted by the existing Elections and Engagement Committee.
12.11.3 Subject to Council’s discretion, the By-Election period may be shorter than the regular election period.

13. **GSS Contingency Fund**

13.1 **Definition**

13.1.1 The Society shall maintain a financial reserve (the “GSS Contingency Fund”).

13.2 **Operation**

13.2.1 The GSS Contingency Fund shall be operated such that:

(a) all monies that are presently in the GSS Contingency Fund must at all times be distinct and separate of the society's operating funds;

(b) the monies must be invested only in secure cashable vehicles with a maximum of thirty (30) days delay to access; and

(c) all interest earned on monies in the GSS Contingency Fund which is in excess of inflation rate, shall be transferred to student operation budget of society, and all interest earned up to the inflation rate shall be reinvested in the fund.

13.3 **Conditions for Removal**

13.3.1 Monies may only be removed from the GSS Contingency Fund in the event of either:

(a) Non-transference of student fees by the University, due to

   i. freezing of asset accounts,

   ii. a special resolution of Council, or

   iii. a loss of access to the Centre.

(b) All other avenues of funding having been exhausted.

13.4 **Accessing the GSS Contingency Fund**

13.4.1 Any proposal to access the GSS Contingency Fund shall include a schedule for repayment to return the Fund to its original level.

13.4.2 The Society shall adhere to this schedule, and return the fund to its level prior to access.

14. **Position Statements**
14.1 Definitions

14.1.1 A “position statement” is the Society’s means of expressing an opinion, sentiment or principle. A position statement shall not be used to establish internal procedures for the Society.

14.1.2 A position statement shall:

(a) contain a preamble explaining the reasons for expressing an opinion, sentiment or principle,

(b) contain a resolution declaring the opinion, sentiment or principle, and

(c) identify the individual or Society body that is responsible for carrying out any action items of the statement.

14.2 Briefing Note

14.2.1 A briefing note is a document entailing research rationalizing the proposed stance of the position statement.

14.2.2 All position statements must be brought forward to Council along with a briefing note.

14.3 Adoption of Position Statements

14.3.1 Notice of proposed position statements or amendments to any existing position statements and all accompanying briefing notes must be communicated to Society members through Society communication channels, as well as posted on the Society’s website at least seven days before consideration.

14.3.2 Position statements may only be adopted by:

(a) a special resolution of Council, or

(b) an ordinary resolution at a General Meeting.

14.3.3 Council may waive the requirement of notice by adopting the position statement by a three quarters resolution of Council.

14.4 Expiration of Position Statements

14.4.1 A position statement shall automatically expire on the third annual general meeting after it was adopted.

14.4.2 The VP External shall give Council notice of a position statement expiration three Council meetings before its expiration. At this meeting Council shall decide whether to extend, modify and refer the statement to the appropriate committee, or not renew the position statement.
14.4.3 A position statement may be suspended or rescinded by a special resolution of Council.

14.5 **Compendium of Position Statements**

14.5.1 All position statements adopted by Council and their associated briefing notes shall be entered into a Compendium of Position Statements, a copy of which shall be posted on the website.

15. **Graduate Student Financial Aid**

15.1 **Graduate Student Financial Aid**

15.1.1 The purpose of Graduate Student Financial Aid (GSFA) is to provide financial aid to UBC graduate students, except current UBC GSS executives and current GSS graduate student employees, who are experiencing unforeseen circumstances, to alleviate some financial burden.

15.1.2 GSFA shall cover eligible expenses directly arising from unforeseen circumstances, which may include but are not limited to: rent and living expenses; prescription medications not covered by MSP, Pharmacare, and the AMS/GSS Health and Dental Plan; moving and related expenses; and the UBC Leave of Absence fee. GSFA will not cover tuition and other school fees.

15.1.3 To be eligible to apply for GSFA through the Graduate Student Emergency Fund, the Applicant must:

   (a) be enrolled as a graduate student at the University of British Columbia-Vancouver,

   (b) be in demonstrated financial hardship,

   (c) be referred or recommended by a UBC office or academic unit, and

   (d) have not previously applied for GSFA during the past 4 months or received it during the last twelve (12) months.

15.1.4 The GSFA Adjudication Panel shall be convened by the GSS Peer Support Specialists and shall be comprised of the GSS Peer Support Specialists, the GSS General Manager, a representative of the GSS Academic and External Affairs Committee, and a representative from the GSS House-Finance Committee. The representatives of the Academic and External Affairs Committee and House-Finance Committee shall report on the decision process and its results to their respective committees.
15.1.5 The GSFA Adjudication Panel shall determine whether an applicant satisfies the eligibility requirements, and how much money will be allocated to an individual applicant.

15.1.6 In the event that a Councillor applies for GSFA, after approval by the Adjudication Panel the application must be approved by a special resolution of Council. The Councillor in question shall not be present during the vote or discussion, or influence the vote in any way, and this will be recorded in the minutes of that meeting as required by Policy 3.3 and the BC Societies Act.

15.1.7 Members of the GSFA Adjudication Panel must take the Harvard Bias Test and Privacy and Information Security tutorial before participating in the decision process. They must present documentation that they have taken the test to the GSS General Manager.

15.1.8 Members of the GSFA Adjudication Panel shall disclose any potential conflicts of interest, as defined by pertinent UBC policies; recuse themselves from the decision process in cases where there are conflicts of interest; and arrange for a suitable replacement to serve on their behalf. Members who fail to disclose a conflict of interest shall be subjected to penalties, ranging from suspension from their position to termination of employment, to be determined by GSS Council following an investigation and recommendations by the GSS Academic and External Affairs Committee.

15.1.9 The GSFA Adjudication Panel will assess the applicant’s need based on:

(a) a cover letter explaining the need for financial aid, which should include an explanation of up to seven hundred and fifty (750) words of the unexpected financial hardship that the applicant is experiencing and how they would use the aid to alleviate financial burden,

(b) a proof of enrolment letter that the applicant is a current graduate student of the University of British Columbia-Vancouver,

(c) a written referral or recommendation from a UBC office or academic unit. It must indicate that the kind of financial hardship the applicant is experiencing is not covered by the Emergency Fund administered by the UBC office or academic unit, and

(d) any relevant supporting documents.

15.1.10 Funds are subject to availability, so not every application meeting the requirements in Policy 15.1.3 shall be approved or shall receive the full amount they requested.

15.1.11 The GSS Peer Support Specialists will communicate the decision of the GSFA Adjudication Panel to the Applicant within four weeks of receiving complete application materials. The decision of the GSFA Adjudication Panel shall be final and there shall be no appeal to any other body of the Society.
15.1.12 Any financial aid provided to an Applicant shall be entirely gratuitous and no contract between the Society and the Applicant shall be created as a result of any decision by the GSFA Adjudication Panel.

15.1.13 Every year, after the total allocation for the GSFA has been finalized in the annual GSS budget and approved by the GSS Council, the GSS Academic and External Affairs Committee shall decide the maximum level of financial support for any individual request.

16. **Capital Projects Improvement Fund**

16.1 **Definition**

16.1.1 The Society shall operate a financial reserve, called the Capital Projects Improvement Fund (CPIF).

16.2 **Intention and Purpose**

16.2.1 The purpose of CPIF is to improve spaces under the control of the GSS, including but not limited to the Centre, and the GSS Loft at the AMS Nest.

16.3 **Definition of Capital Projects Improvements**

16.3.1 A project is a capital improvement if it is not budgeted in a regular budget item line, it improves a space under the control of the GSS, and any of the following conditions apply:

   (a) It is a renovation, repair, or upgrade to a building, grounds, or fixtures, or
   
   (b) It is the purchase of appliances, equipment, or furniture that has an intended lifespan of at least three (3) years.

16.4 **Operation and Procedure**

16.4.1 The CPIF shall be funded by an annual fee collected from each ordinary member.

16.4.2 The fee, which shall continue until revoked or revised by a resolution of the AGM, shall be five dollars (as of September 2005) to be adjusted annually to match increases in the Consumer Price Index.

16.4.3 CPIF funds must be recorded and accounted for separately from the Society’s operating funds.

16.4.4 The funds must be invested in a secure account with no delay to access.

16.4.5 Funds may only be removed from the CPIF if following steps have been followed:
(a) a detailed proposal for a Capital Improvement has been presented to the House-Finance Committee and subsequently recommended to Council for consideration;

(b) the proposal has been presented to Council; and

(c) a motion to approve the project has been carried with a special resolution of Council.

16.4.6 Approval of projects that meet the criteria outlined in Policy 16.3 and withdrawals from the CPIF are at the discretion of Council.

16.4.7 During completion of the project, the project leader will give regular updates on the progress in the House-Finance Committee including statements of expenditures with original receipts attached.

16.4.8 A report shall be given to Council after completion of the project.

16.4.9 Available money not spent during one (1) fiscal year will remain in the CPIF and may be spent in following years.

17. Parking Policy

17.1 Purpose

17.1.1 This policy establishes the principles for the use of the parking lot at the back of the Centre (the “Lot”) that has space for thirteen (13) cars, and defines the GSS regulations governing parking.

17.2 Basic Principles as per UBC Lease Agreement

17.2.1 The parking spaces in the Lot are to be used only for GSS work-related purposes.

17.2.2 Persons permitted to park in the Lot shall agree to follow the rules specified in this policy (Section 17).

17.2.3 No over-night parking of any vehicle in the Lot is allowed.

17.2.4 No advertisement of any nature without the prior written approval of the University shall be posted or allowed or suffered to be posted on the Lot or any part thereof.

17.2.5 The Society and everybody with a valid parking permit shall take the necessary precautions to prevent the spillage or discharge of oil, petroleum or contaminated water into any sewer or storm-water drain or onto any adjoining land and roads.

17.2.6 The Society shall maintain the existing paved surface and/or drainage within or outside the Lot.
17.2.7 No garage business, car-washing activities, repairing, lubricating or maintenance services of motor vehicles shall be allowed on the Lot.

17.3 Responsibilities

17.3.1 The President or their designate shall oversee and assign parking decals on an annual basis.

17.3.2 The President or their designate shall assign the parking spaces and maintain a waiting list for additional requests.

17.4 Applications and Procedures

17.4.1 Application forms are available at the front desk of the Society.

17.4.2 Full time employees of the Society or Executives who wish to have a parking space shall complete and sign a parking application form each year.

17.4.3 Koerner’s Pub staff may arrange to park in the Lot with prior consent from the Society.

17.4.4 Councillors, part time employees, or visitors of the Society who wish to have a parking space may apply for a temporary parking decal from the front desk.

17.4.5 Upon approval of a parking application, a parking decal will be assigned.

17.4.6 In the event a person’s parking privileges are revoked, the person’s parking decal will be cancelled.

17.4.7 Each person assigned a parking decal must review and sign a copy of the parking policy that will be kept on file, acknowledging notice of the rules and conditions herein.

17.5 Use of the Lot

17.5.1 All persons shall only use the Lot when on GSS related duties and businesses.

17.5.2 Parking decals are non-transferable.

17.5.3 An authorized parking decal must be displayed unobstructed in the upper driver’s side corner of the front windshield, when parking in the Lot.

17.5.4 If spaces in the Lot are full, the permit holder may use a public parking lot and submit their receipt for reimbursement.

17.5.5 Any change in vehicle must be reported to the President or their designate as soon as possible.

17.5.6 The President or their designate will monitor the Lot.

17.6 Penalties
17.6.1 Violation of any of the parking regulations outlined above may result in a loss of parking privileges, and/or prompt removal of the vehicle by the towing company designated by the Society.

17.7 Liability

17.7.1 The Society disclaims any and all responsibility with respect to loss of damage to, or injury, affecting vehicles, property or persons, in the Lot, including but limited to damage caused by the towing of vehicles, or the negligence of the Society’s members, officers or employees.

18. Personal Information Protection Policy

18.1 Definitions

18.1.1 In this Privacy Policy:

(a) “personal contact information” includes an individual’s

(i) e-mail address,
(ii) phone number,
(iii) mailing address, and
(iv) residential address;

(b) “personal identification information” includes an individual’s

(i) first name,
(ii) last name,
(iii) age,
(iv) sex,
(v) marital status,
(vi) employment information,
(vii) income,
(viii) social insurance number, and
(ix) demographic information;
“subsidiaries” means constituencies, affiliate organizations, committees, departments, services, groups, offices, programs, and businesses of the Society;

“UBC-affiliated information” includes an individual’s

(i) UBC student number,

(ii) campus-wide login,

(iii) year of study,

(iv) credits related to study, and

(v) faculty, program, or department of study;

“University of British Columbia Graduate Student Society Vancouver” means the society registered under the British Columbia Societies Act (“the Society” or “GSS” or “we”).

18.2 Purpose

18.2.1 The purpose of this Privacy Policy is to comply with the requirements of British Columbia’s Personal Information Protection Act (PIPA). This Privacy policy will help users understand how the Society collects, uses, discloses, and protects personal information.

18.3 Scope

18.3.1 This Privacy Policy applies to the collection, use, disclosure, correction, and access of personal information by and in control of the Society and its subsidiaries. Some subsidiaries may have supplementary privacy policies relating to their specific activities.

18.3.2 If there is a conflict or inconsistency between this Privacy Policy and those passed by the Society’s subsidiaries, this privacy policy prevails to the extent of the inconsistency.

18.3.3 This Privacy Policy does not apply to

(a) business contact information;

(b) certain publicly available information listed in section 3(2) of PIPA; and

(c) personal information not subject to the requirements of PIPA.

18.4 General

18.4.1 The Society is committed to meet its obligations under PIPA.

18.4.2 We have designated a Privacy Officer who is responsible for compliance with this Privacy Policy and PIPA. The information of the designated Privacy Officer can be located on the Privacy Policy page on the UBC GSS website.
18.4.3 We will make a reasonable effort to ensure the accuracy, confidentiality, and security of personal information, and allow individuals to request access to, and correction of, their personal information.

18.4.4 This Privacy Policy is subject to revision. The most up to date version of the Privacy Policy will be available on the Society’s website.

18.5 Consent

18.5.1 We will obtain consent on or before the collection, use and disclosure of personal information except where PIPA authorizes otherwise.

18.5.2 We will inform an individual verbally or in writing, on or before collecting their personal information, of the purposes of collection. Upon request, we will provide the individual with the contact information of our Privacy Officer.

18.5.3 We may obtain consent explicitly, such as orally, in writing, or electronically; or implicitly by providing the individual with a notice and a reasonable opportunity to decline.

18.5.4 Subject to Policy 18.5.6 of this Privacy Policy, an individual may withdraw consent where they provide reasonable notice of such withdrawal. Upon receiving a notice of withdrawal, we will inform the individual of the likely consequences of withdrawing their consent.

18.5.5 We will stop collecting, using or disclosing the personal information upon notice of withdrawal of consent unless the collection, use or disclosure is permitted without consent under PIPA.

18.5.6 An individual cannot withdraw consent if legally bound, or if doing so would frustrate the performance of a legal obligation of the Society.

18.6 Types of Information

18.6.1 We may collect, use and disclose the following types of personal information including but not limited to

(a) personal contact information;
(b) UBC-affiliated information;
(c) personal identification information;
(d) memberships in the Society’s clubs, affiliate organizations or subsidiaries;
(e) information provided for Society-sanctioned services or events;
(f) information obtained through Society initiated surveys;
(g) employment-related information; and
(h) financial information related to purchases of the Society’s services and products.

18.7 Purpose of Collection, Use and Disclosure

18.7.1 We will collect, use and disclose personal information only for purposes that a reasonable person would consider appropriate in the circumstances.

18.7.2 We may collect, use, and disclose personal information for purposes not limited to

(a) authenticating identity;
(b) maintaining accurate membership records;
(c) communicating with users of the programs, services, initiatives, and products of the Society and its subsidiaries;
(d) processing any Society-affiliated promotions, awards or discounts;
(e) providing, administering, and improving the services, resources, programs, events, and products of the Society and its subsidiaries;
(f) planning, delivering, and evaluating programs, products, and services of the Society and its subsidiaries, and in association with third parties;
(g) conducting elections, petition campaigns, and surveys;
(h) processing, documenting, and handling service issues or complaints;
   (i) processing, documenting, and handling billing, payment, or reimbursement;
(j) implementing, enforcing, and monitoring compliance with the bylaws, policies, procedures, agreements, and decisions of the Society and its subsidiaries;
(k) complying with legal and regulatory requirements;
(l) protecting the Society and its subsidiaries against fraud and error; and
(m) safeguarding the business interests of the Society and its subsidiaries.

18.7.3 We will not collect, use or disclose personal information beyond what is necessary for the purposes defined in Policy 18.7.2.

18.8 Limitations

18.8.1 Subject to Policy 18.8.2, we will collect, use and disclose personal information about an individual only for the purposes consented to by the individual.
18.8.2 We may collect, use or disclose personal information about an individual without notice or consent as permitted under PIPA.

18.9 Access to Personal Information

18.9.1 Where requested by an individual, we will provide them with information about the Society’s policies, practices and processes respecting personal information.

18.9.2 Subject to Policy 18.9.3, upon request, we will provide an individual with

(a) their personal information under the control of the Society and its subsidiaries,

(b) information about the ways in which the Society has been and are using the personal information, and

(c) the names of individuals and organizations to whom their personal information has been disclosed to.

18.9.3 The Society may refuse to provide an individual with their personal information where such refusal is authorized under PIPA.

18.9.4 Where an access to information request is refused, the Society will

(a) notify the individual in writing the details of the refusal,

(b) provide the individual with information of our Privacy Officer, and

(c) internally document the reason for refusal.

18.10 Accuracy and Retention of Personal Information

18.10.1 The Society will make a reasonable effort to ensure that personal information collected, used and disclosed by or on our behalf is accurate and complete.

18.10.2 Subject to Policy 18.10.3, the Society will destroy all documents containing personal information or the means by which such information can be associated to an individual as soon as it is reasonable to assume that the purpose for which that information was collected is no longer being served and the retention is no longer necessary for business or legal purposes.

18.10.3 Where we use an individual’s personal information to make a decision that directly affects the individual, we will retain that information for at least one calendar year since the date of use to ensure the individual has a reasonable opportunity to obtain access to it.

18.11 Correction of Personal Information

18.11.1 Where requested by an individual, the Society will
(a) correct an individual’s personal information under our control, and

(b) send the corrected personal information to every third party to which the personal information was disclosed if it is satisfied on reasonable grounds that the request should be implemented.

18.11.2 Where we are not satisfied on reasonable grounds that the request should be implemented, we will annotate the personal information with the requested correction that was not made.

18.11.3 We will make every reasonable effort to assist an individual in accessing or correcting their personal information and to respond to them as accurately and completely as reasonably possible.

18.12 Requesting Access or Correction

18.12.1 An individual must make a written request, consistent with the Society’s request procedures, to access or correct their personal information under our control. The written request must include

(a) the individual’s contact information, and

(b) sufficient detail to enable us to identify the personal information or correction being sought.

18.12.2 Where a request for access or correction is made by an individual, we will generally fulfil the request within 30 days of receiving it. We will provide written notice to the individual where additional time is required to fulfil the request.

18.12.3 Where we are unable to provide the requested personal information that an individual has the right of access to under PIPA, we will provide the individual with a reasonable opportunity to examine such information.

18.13 Third Parties

18.13.1 We may share personal information with third parties for the purposes outlined in Policy

18.13.2 Personal information may be processed and stored in foreign jurisdictions with different privacy laws, and the government or regulatory agencies in those jurisdictions may be able to obtain disclosure of that personal information.

18.13.3 Where we disclose personal information third parties, we will take reasonable measures, through contractual or other means, to ensure that

(a) a comparable level of protection is implemented by such parties, and
(b) personal information is returned or destroyed once the purpose for which it was provided has been fulfilled.

18.14 Protection of Personal Information

18.14.1 Taking into account the volume and sensitivity of the personal information, we will ensure that personal information is secure by implementing reasonable physical, organizational, and technological security safeguards to prevent against loss, theft and unauthorized access, disclosure, copying, use, modification or similar risks to personal information.

18.14.2 In the case of a privacy breach, we will take reasonable measures for the protection of personal information. We will notify the affected individuals of the breach within a reasonable time.

18.15 Complaints

18.15.1 Where requested by an individual, we will provide them with our complaints procedure.

18.15.2 All inquiries, questions, and complaints regarding personal information should be directed to our Privacy Officer.

18.16 Review

18.16.1 This Policy will be reviewed once every three (3) years.

19. Employee Guidelines

19.1 Guidelines and policies

19.1.1 All guidelines and policies regarding Society employees can be found in the Human Resources Manual as per Appendix XXI.
20. Appendices to the Policy Manual
### Appendix I. Honorary Members of the Society

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>First Name</th>
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Declaration of Election
for Directors/Councillors of the GSS

Student Information

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<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Student Number</th>
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<th>Department Address &amp; Postal Code</th>
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Home Address & Postal Code

Position(s) held (eg. Departmental Representative, AMS, Graduate & Postdoctoral Studies Representative, Senate)

Statement of Election:

**Departmental Representatives:**

I am currently registered in the UBC Faculty of Graduate and Postdoctoral Studies and/or an academic unit which is listed in the UBC Vancouver Academic Calendar and recognized by the Graduate Student Society (GSS) Council. Where there was an election: at least three days before the election, I notified eligible graduate student members enrolled in my department; and there were at least two of such other graduate student members of my department in attendance, two of whom have signed immediately below. Where I was uncontested and no election was held, the below Graduate Student Members of my department confirm that I made reasonable effort, pursuant to the extant GSS Bylaw, to give a 48 hours notice to the Graduate Student Members of my department of my intention to become their Representative to the GSS.

**Non-Departmental Representatives (Executive Officers, Senators, Graduate and Postdoctoral Studies Representatives, AMS Representatives, etc):**

I am elected according to the provisions of the extant GSS Bylaws.
In witness of the graduate student signees below:

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Signee Student Number</th>
<th>Signature</th>
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Statement of Office:

I, as a Director and Councillor of the GSS of UBC Vancouver, to the best of my ability, in accordance with the extant version of the GSS Bylaws, shall:

a) Act honestly and in good faith in the best interests of the Society as a whole;

b) Exercise the care of a reasonably prudent person;

c) Use the utmost care and discretion in the handling of confidential and privileged information, and not use such information for personal benefit or gain;

d) Not compromise the best interests of the GSS for direct or indirect personal gain, or for personal gain of another director or councillor;

e) Not disclose any information discussed in an in-camera portion of a meeting of Council without the authorization of Council;

f) Promptly and fully disclose any direct or indirect interest in a proposed contract or transaction of Council, and the nature and extent of the interest.

g) Attend Council meetings, with the understanding that if absent for three consecutive Council meetings without providing a proxy, my position may be declared vacant.

Signature

Date

Information Collection

The information on this form is being collected to facilitate communications between the GSS and its members. It will also be used for administrative purposes of the GSS Council (e.g. to keep a record of attendance at meetings).

All information provided will be kept confidential, with the exception that:

- Councillors’ emails may be included in the Council e-mail listserv. This list serve is password protected. Individual emails are not accessible through these postings but are shown as one group: councillors@gss.ubc.ca. Members of this list serve may post and receive messages related to GSS activities.
Councillors' emails may also be provided to GSS Executive, chairpersons and staff strictly for the purposes of GSS-related activities and communications.
Councillors' names and departmental addresses shall also, by law, be provided annually to the BC Registrar of Companies.

Signature

Date

For GSS Office Use Only:

Seated at the: ________________________________ Council meeting
(Day/Month/Year)

Unseated at the: ________________________________ Council meeting
(Day/Month/Year)

To save paper and help support the GSS in its sustainability initiatives, please print this declaration double-sided.
Appendix III. Nomination Form for GSS Elections

UBC Graduate Student Society Nomination Form for the Executive

Applicable for all elected offices of the Society.

Name: _____________________________________________________________

Nominated Position: ________________________________________________

Student #: _________________________________________________________

Department: _________________________________________________________

Address: ___________________________________________________________

Phone # (Home): _____________________________________________________

Phone # (Office): ____________________________________________________

Campaign Website(s):

Nominators:
Three (3) signatures are required. The nominators must be currently enrolled as Graduate Students at UBC.

<table>
<thead>
<tr>
<th>Name (Please Print)</th>
<th>Student #</th>
<th>Department</th>
<th>Signature</th>
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<tbody>
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</table>
I hereby accept the nomination for the above position. I am aware of the responsibilities this position entails. I am willing to abide by the Constitution and Policies of the Graduate Student Society. I, as well as the nominators, are currently registered as Graduate Students at UBC.

**Signature of Candidate:**

________________________________________________________

*Signature of the candidate must be performed in front of the Office Secretary (or designate) in the Main Office at the Graduate Student Centre. Student I.D. will be required.*

**Signature of Witness:**

________________________________________________________

**Name of Witness:**

________________________________________________________

**Date:**

________________________________________________________

Nominations must be delivered to the GSS Office by _______.
Appendix IV. Ballot Layout for GSS Elections

UBC Graduate Student Society Elections 20____

Please make only one hole for each position. Note: If “reopen nominations” wins the greatest number of votes for that position, a new election for that position will be called.

President
- Candidate A
- Candidate B
- Candidate C
- Reopen Nominations

Vice President, External Relations
- Candidate A
- Candidate B
- Candidate C
- Reopen Nominations

Vice President, Students
- Candidate A
- Candidate B
- Candidate C
- Reopen Nominations

Vice President, University and Academic Affairs
- Candidate A
- Candidate B
- Candidate C
- Reopen Nominations
Ballot Layout for GSS Elections

Financial and Executive Oversight Officer

- Candidate A
- Candidate B
- Candidate C
- Reopen Nominations

GSS Senator

- Candidate A
- Candidate B
- Candidate C
- Reopen Nominations
Appendix V. Preliminary Announcement of Election Results

UBC Graduate Student Society Elections 20____

Date (yyyy/mm/dd):

The Engagement and Election Committee reports the following as the results of the GSS Executive Elections of 20____:

### Candidates for President

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<thead>
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<th>Candidate</th>
<th>_ votes</th>
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<td>Candidate B</td>
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<td>Candidate C</td>
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<td>Reopen Nominations</td>
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<td><strong>Total</strong></td>
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### Vice President, External Relations

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<td>Candidate A</td>
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<td>Candidate C</td>
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<td>Reopen Nominations</td>
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<td><strong>Total</strong></td>
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### Vice President, Students

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<td><strong>Total</strong></td>
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### Vice President, University and Academic Affairs

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### Financial and Executive Oversight Officer

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<tbody>
<tr>
<td>Candidate A</td>
<td></td>
</tr>
<tr>
<td>Candidate B</td>
<td></td>
</tr>
<tr>
<td>Candidate C</td>
<td></td>
</tr>
<tr>
<td>Reopen Nominations</td>
<td>_ votes</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>_ votes</td>
</tr>
</tbody>
</table>
Preliminary Announcement of Election Results

GSS Senator

Candidate A  _ votes
Candidate B  _ votes
Candidate C  _ votes
Reopen Nominations  _ votes
Total  _ votes

There were a total of __ ballots cast. Attested to by:

[signature of Electoral and Student Engagement Officer]

[name], Electoral and Student Engagement Officer

Engagement and Elections Committee:

[names]    [signatures]

Scrutineers:

[names]    [signatures]
Appendix VI. Elections Complaints and Appeals Form

This form is to be filled out and sent to the Electoral and Student Engagement Officer (ESEO)† up to five (5) business days after the inciting incident.

Fields marked with a (*) are required, but please provide as much information as possible.

†: Note: If your complaint is about the ESEO or the Election Policy Panel itself, please instead submit this to the chair of the Governance & Accountability Committee (G&A).

Date of incident (if applicable)

* Date submitted:

* Complainant/Appellant name:

* Complainant/Appellant email address:

Complaint/Appeal subject:

* Summary of the complaint/appeal:

If applicable, include references to the policy manual. Policies of interest: Policy 12 outlines Election Procedure, and Policy 8.5 outlines the Elections Committee Terms of Reference.

Expectations from the complainant on the resolution:

Resolution remarks from the Elections Committee (EC) (to be filled by the ESEO, EC chair or G&A chair after resolution of the complaint/appeal):
ATTENDANCE

Present:
Regrets:
Absent:

Quorum: # Councillors

CALL TO ORDER AND ADOPTION OF THE AGENDA

CALL TO ORDER

The meeting will be called to order at ____ am/pm.

AGENDA ADOPTION

BIRT the agenda be adopted as presented.

Mover: Seconder: Result:

TERRITORIAL ACKNOWLEDGEMENT

President:

INTRODUCTIONS

Introductions.

1 EXPEDIENT MATTERS

At the discretion of the President, the following are deemed urgent matters for Council and are presented at the beginning of Council (not exceeding 10mins):

1.1 NAME OF GUEST PRESENTATION

Group Responsible: Name of guest(s)

Description: Add a description.

Time: XX minutes

Supporting Documents: Examplードocument.jpg

2 APPROVAL OF MINUTES

2.1 GSS COUNCIL MINUTES

BIRT the following GSS Council minutes be approved:
• Eg. February 25, 20XX
• Eg. March 20, 20XX

Mover:  Seconder:  Result:

2.2 COMMITTEE MINUTES

BIRT the following GSS Committee minutes be approved:

<table>
<thead>
<tr>
<th>Committee</th>
<th>Date(s)</th>
<th>Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic &amp; External Committee</td>
<td></td>
<td>Human Resources Committee</td>
</tr>
<tr>
<td>Code &amp; Policy Committee</td>
<td></td>
<td>AMS Caucus</td>
</tr>
<tr>
<td>Engagement &amp; Elections Committee</td>
<td></td>
<td>Graduate Council</td>
</tr>
<tr>
<td>Executive Committee</td>
<td></td>
<td>Health and Dental Plan Caucus</td>
</tr>
<tr>
<td>Executive Oversight Committee</td>
<td></td>
<td>Strategic Planning ad-hoc Committee</td>
</tr>
<tr>
<td>Governance &amp; Accountability Committee</td>
<td></td>
<td>Indigenous Engagement ad-hoc Committee</td>
</tr>
</tbody>
</table>

Mover:  Seconder:  Result:

3 SEATINGS

3.1 NEW COUNCILLORS

BIRT the following Seating of new Councillors be approved:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
</tr>
</thead>
</table>

Mover:  Seconder:  Result:

3.2 EXTERNAL REPRESENTATIVES SEATINGS

All GSS Councillors shall endeavor to sit on at least one committee as per Policy 6.2.2.

Committee descriptions and meeting times can be found here.
BIRT the seating of the following external representatives be approved:

<table>
<thead>
<tr>
<th>Committee/Caucus</th>
<th>Nominee</th>
<th>Position</th>
<th>Vacancies</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMS Caucus</td>
<td></td>
<td>Representative</td>
<td></td>
</tr>
<tr>
<td>Graduate Council</td>
<td></td>
<td>Representative</td>
<td></td>
</tr>
<tr>
<td>Faculty of Arts Council</td>
<td></td>
<td>Representative</td>
<td></td>
</tr>
<tr>
<td>Health and Dental Plan Caucus</td>
<td></td>
<td>Representative</td>
<td></td>
</tr>
</tbody>
</table>

Mover:  
Seconder:  
Result:

3.3

3.4 COMMITTEE SEATINGS

All GSS Councillors shall endeavor to sit on at least one committee as per Policy 6.2.2. Committee descriptions and meeting times can be found here.

BIRT the following Committee seatings be approved:

<table>
<thead>
<tr>
<th>Committee/Caucus</th>
<th>Nominee</th>
<th>Position</th>
<th>Vacancies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic &amp; External</td>
<td></td>
<td>Councillor</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ordinary Member</td>
<td>1</td>
</tr>
<tr>
<td>Code &amp; Policy</td>
<td></td>
<td>Councillor</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ordinary Member</td>
<td>2</td>
</tr>
<tr>
<td>Engagement &amp; Elections</td>
<td></td>
<td>Councillor</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ordinary Member</td>
<td>3</td>
</tr>
<tr>
<td>Executive Oversight</td>
<td></td>
<td>Councillor</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ordinary Member</td>
<td>1</td>
</tr>
<tr>
<td>Governance &amp; Accountability</td>
<td></td>
<td>Councillor</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ordinary Member</td>
<td>2</td>
</tr>
<tr>
<td>House Finance</td>
<td></td>
<td>Councillor</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ordinary Member</td>
<td>0</td>
</tr>
<tr>
<td>Human Resources</td>
<td></td>
<td>Councillor</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ordinary Member</td>
<td>0</td>
</tr>
<tr>
<td>Strategic Planning ad-hoc Committee</td>
<td></td>
<td>Councillor</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ordinary Member</td>
<td>2</td>
</tr>
<tr>
<td>Indigenous Engagement ad-hoc Committee</td>
<td></td>
<td>Councillor or Ordinary Member</td>
<td>3</td>
</tr>
</tbody>
</table>
4 MATTERS FOR DECISION

4.1 [NAME OF MATTER 1]

Group Responsible: Example group.
Description: Add a description.
Time: XX minutes
Supporting Documents: Exampledocument.jpg

WHEREAS clause
WHEREAS clause
BIRT clause

Mover: Seconder: Result:

4.2 [NAME OF MATTER 2]

Group Responsible: Example group.
Description: Add a description.
Time: XX minutes
Supporting Documents: Exampledocument.jpg

WHEREAS clause
WHEREAS clause
BIRT clause

Mover: Seconder: Result:

5 MATTERS FOR DISCUSSION

5.1 [NAME OF MATTER 1]

Group Responsible: Example group.
Description: Add a description.
Time: XX minutes
Supporting Documents: Exampledocument.jpg

WHEREAS clause
WHEREAS clause
BIRT clause

Mover: Seconder: Result:

5.2 [NAME OF MATTER 2]

Group Responsible: Example group.
Description: Add a description.
Time: XX minutes
Supporting Documents: Exampledocument.jpg

WHEREAS clause
WHEREAS clause
BIRT clause

Mover: Seconder: Result:

6 MATTERS TO NOTE

Time reserved for questions regarding updates below.

6.1 EXECUTIVES

6.1.1 President:

- Example update on a meeting.
- Example update on an initiative.

6.1.2 Financial Officer

- (None submitted)

6.1.3 VP University & Academic Affairs

- (None submitted)

6.1.4 VP External Relations

- (None submitted)
6.1.5 VP Students

- (None submitted)

6.2 COMMITTEES

6.2.1 Academic & External Committee

- Update

6.2.2 Code & Policy Committee

- (None submitted)

6.2.3 Engagement & Elections Committee

- (None submitted)

6.2.4 Executive Committee

- (None submitted)

6.2.5 Executive Oversight Committee

- (None submitted)

6.2.6 Governance & Accountability Committee

- (None submitted)

6.2.7 House Finance Committee

- (None submitted)

6.2.8 Human Resources

- (None submitted)

6.2.9 Strategic Planning ad-hoc Committee

- (None submitted)

6.2.10 Indigenous Engagement ad-hoc Committee

- (None submitted)

6.2.11 AMS Caucus
6.2.12 Graduate Council Caucus

• (None submitted)

6.3 SENATORS AND BOARD OF GOVERNORS

6.3.1 Senators:

• Example update

6.3.2 Board of Governors Representatives:

• (None submitted)

7 NOTICES

7.1 NOTICE OF NEXT MEETING

Date: Month XX, 20XX at X:XX pm

Location: Michael Kingsmill Forum, AMS Nest

7.2 NOTICE OF UNSEATINGS

• Eg. John Councillor to be unseated as Departmental Representative
• Eg. Sam Ordinary to be unseated as Committee Chair

8 ADJOURNMENT

BIRT there being no further business the meeting be adjourned at __ pm.

Mover: Seconder: Result:
**Terms & Conditions**

The Graduate Student Society (GSS) of the University of British Columbia (UBC) has made the provision for the aforementioned departmental or graduate student organization. We, the undersigned, being duly registered members of the GSS, have passed a resolution within the members of our organization to join the GSS, and hereby request the GSS Council to approve the formation of the Affiliate Organization described below.

We understand that membership as an Affiliate Organization entails the following obligations
1. Abiding by the Constitution and Policies of the GSS;
2. Undertaking such activities and events as will promote the well-being of the members of the Department or Graduate Student Organisation;
3. Making use of the Thea Koerner House Graduate Student Centre as much as desirable for such activities and events;
4. Supervising the disbursement of funds for such activities and events.

Notes:
A. A minimum of four signatures is required.
B. This petition must be submitted to the GSS office and ratified by Council.
C. The Committee must be renewed on an annual basis.
D. Failure to adhere to the terms of reference may result in withdrawal of Council approval and any benefits to the department.

We invite all members of the GSS to participate in the Committee and in the activities and events it sponsors. The following have taken advantage of this opportunity by recording their position, name, email, and signature.

### General

<table>
<thead>
<tr>
<th>AO Name:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact email for the AO?</td>
</tr>
</tbody>
</table>

**AO Information**

If your AO’s information is on file from a previous affiliation and your information has not changed, please indicate “Same information as previous records.” If this is a new application, or your information has changed, please complete this section.

☐ Same information as previous records (skip to next section)

- Located: ☐ On-campus ☐ Off-campus
- How old is your AO?
- What is the main purpose of your AO?
- What type of events does your AO hold?
- How many graduate students do you represent?
Affiliate Organization Application Form

Primary Contact
First Name: 
Last Name: 
Email: 
Phone: 
UBC Student #: 

Membership
Member #1: 
Full Name: 
Email: 
Position: 
Student #: 

Member #2: 
Full Name: 
Email: 
Position: 
Student #: 

Member #3: 
Full Name: 
Email: 
Position: 
Student #: 

Member #4: 
Full Name: 
Email: 
Position: 
Student #: 

Agreement to Terms & Conditions
I have read, understood, and agree to the terms and conditions  ☐ Yes ☐ No

For GSS Office Use Only
Date Received: 
Date Approved in Council: 
Officer Signature: 

225 - 6371 Crescent Road, Vancouver, BC, V6T 1Z2 | T 604.822.3203 | gss.ubc.ca
Terms & Conditions
Please use this form for applying for the GSS Event Fund. Note that only Affiliate Organizations (AO) with an expiry date after the end date of the event/project can be approved. Maximum funding: 100% of cost or $500.00 per AO involved in the event/project (whichever is lower of the two). Please complete this form in as much detail as possible.

General
AO Name: 
Contact email for the AO? to be listed on the GSS website

Primary Contact
First Name: 
Last Name: 
Email: 
Phone: 
UBC Student #: 

Event/Project Outline
Event/Project Name: 
Type of Project: ☐ Event, ☐ Equipment/Account Purchase, ☐ Project, ☐ Other
If “Other,” describe here: 
What is the goal? (e.g., academic panel, networking, fundraiser, social event)

Location: ☐ In-Person, ☐ Virtual
If “In-Person,” specify location: 
Event/Project Start Date: 
Event/Project End Date: 
Event Fund Application Form

Description of Purpose of Event/Project:
Describe your project and what the funds will be used for. Be sure to explicitly relate anticipated costs/expenses listed in your preliminary budget to your event/project’s description and explain why each expense is relevant to your operations.

How will this event/project benefit the students involved directly and the GSS as a whole?

Financial Information
Amount Requested: 

Have you applied for other funding? ☐ Yes ☐ No
If “Yes,” please list the funding sources being applied to:

Expenses and Revenues:
Attach a detailed outline of all anticipated expenses and revenues for your event/project. Please upload the budget of your event/project in pdf or xlsx format using the GSS-approved template.

Recognition
How will you recognize the GSS for the support?
For example, using our logo on posters, social media recognition, etc.

Can the GSS use your event/project to promote both the AO/initiative and the fund? ☐ Yes, ☐ No
Are you willing to submit marketing material of the event/project for GSS to further promote this fund? ☐ Yes, ☐ No
Reimbursement

If your application is approved, the GSS VP Students requires the event fund report, updated final budget, and all receipts to be submitted before the money can be reimbursed. Photocopies of the receipts are also acceptable. The event fund report should highlight the project’s successes and how it benefitted attendees. Please submit the event fund report no later than 2 weeks after the end of the event/project.

Event Fund Report Submission Date: ____________________________________________________________________________
This date can be no later than 2 weeks after the end date of the project as listed above.

For GSS Office Use Only

Date Received: _____________________________________________________________________________________________
Officer Signature: ________________________________________________________________________________________
Terms & Conditions
Please complete this form in as much detail as possible. This report, along with attendance sheet, updated budget, receipts, and any marketing material used must be submitted within 2 weeks of the event in order to be eligible to receive the reimbursement.

<table>
<thead>
<tr>
<th>Name to receive reimbursement:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Email to receive reimbursement:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

How many graduate students attended/were impacted by this project/purchase?
Please attach some sort of attendance sheet (e.g., Zoom screenshot, Eventbrite summary, etc.)

What about the event went well?

What about the event could have gone better?

How did the event benefit attendees/recipient[s] of the project?

Updated budget:
Please email the updated budget of your event/project in pdf or xlsx format using the GSS-approved template.

Receipt:
Please email receipts from your event/project in pdf or jpg/png format. This must be itemized and add up to the updated budget.

Marketing materials from the event:
This can be emailed in any format (e.g., jpg, png, heic, etc.).

For GSS Office Use Only
Date Received: ____________________________________________________________
Officer Signature: ________________________________________________________
# Budget for Event/Project

**Project Name:**
**Full Name:**
**Date(s) of Event/Project:**

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Estimated</th>
<th>Revenues</th>
<th>Estimated</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Site</strong></td>
<td></td>
<td></td>
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<td></td>
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<tr>
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<td></td>
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<td></td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td><strong>Decorations</strong></td>
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<tr>
<td><strong>Totals</strong></td>
<td></td>
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<td></td>
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<tr>
<td><strong>Marketing</strong></td>
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<td></td>
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</tr>
<tr>
<td><strong>Totals</strong></td>
<td></td>
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<td></td>
</tr>
<tr>
<td><strong>Miscellaneous</strong></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Hand Sanitizer</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Masks</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Total Expenses**
**Total Revenue**

**Profit/Loss Estimate**
- loss in (RED)
- profit in BLACK

$0.00

*Please do not include the funding from the GSS for which you are applying*
Appendix XI – GSS Code of Conduct

A. Introduction

As councillors, we recognize that responsible conduct is essential to provide good governance for the University of British Columbia Graduate Student Society (UBC GSS).

We further recognize that responsible conduct is based on the foundational principles of integrity, accountability, respect, leadership, and collaboration.

In order to fulfil our obligations and discharge our duties, we are required to conduct ourselves to the highest ethical standards by being active participants of the UBC GSS in ensuring that these foundational principles, and the standards of conduct set out below, are followed in all of our dealings with every person, including those with members of the UBC GSS, staff, and the public.

B. How to Apply and Interpret this Code of Conduct

This Code of Conduct applies to the councillors of the UBC GSS as well as to committee members when working on GSS-related tasks. It is each councillor’s and committee member’s individual responsibility to uphold both the letter and the spirit of this Code of Conduct in their dealings with members of the UBC GSS, staff, and the public.

Councillors and committee members must conduct themselves in accordance with the law. This Code of Conduct is intended to be developed, interpreted and applied by councillors and committee members in a manner that is consistent with all applicable Federal and Provincial Laws, the common law, as well as the bylaws and policies of the local government, and the UBC GSS.

C. Foundational Principles of Responsible Conduct

1. **Integrity** – means being honest and demonstrating strong ethical principles. Conduct under this principle upholds the society’s interests, is lawful, truthful, and honourable.

2. **Respect** – means having due regard for others’ perspectives, wishes, and rights. Conduct under this principle is demonstrated when a councillor or committee member fosters an environment of trust by demonstrating due regard for the perspectives, wishes, and rights of others.

3. **Accountability** – means an obligation and willingness to accept responsibility or to account for one’s actions. Conduct under this principle is demonstrated when councillors or committee members, individually and collectively, accept responsibility for their actions and decisions.

4. **Leadership and Collaboration** – means an ability to lead, listen to, and positively influence others; it also means coming together to create or meet a common goal through collective efforts. Conduct under this principle is demonstrated when a councillor or committee member encourages individuals to work together in pursuit of collective objectives by leading, listening to, and positively influencing others.
D. Mission Statement

“The Graduate Student Society of UBC-Vancouver advocates for, promotes, and protects the academic, social, intellectual, cultural, and recreational interests of its members” (GSS Strat Plan 2017-2021)

Based on the mission statement of the GSS, councillors and committee members are expected in the conduct of their duties to promote the society in the attainment of the vision of the society.

E. Standards of Conduct

In upholding the standards and visions of the GSS, councillors and committee members are expected to display the foundational principles outlined in this Code of Conduct. The following expand on the conduct expected of each councillor and committee member outlined in Section C.

Integrity: Integrity is demonstrated by the following conduct:

- Councillors and committee members will be truthful, honest, and open in all dealings, including those with other members of the UBC GSS, staff, and the public.
- Councillors and committee members will ensure that their actions are consistent with the shared principles and values of the UBC GSS collectively agreed to by the council.
- Councillors and committee members will follow through on their commitments, correct errors in a timely and transparent manner, and engage in positive communication with the graduate student community.
- Councillors and committee members will direct their minds to the merits of the decisions before them, ensuring that they act based on relevant information and principles and in consideration of the consequences of those decisions.
- Councillors and committee members will behave in a manner that promotes public confidence in all of their dealings.
- Councillors and committee members will ensure that their actions are consistent with the rules and regulations set out by the UBC GSS and consistent with general principles of the Rule of Law.

Respect: Respect is demonstrated through the following conduct:

- Councillors and committee members will treat every person with dignity, understanding, and acceptance.
- Councillors and committee members will show consideration for every person’s values, and contributions to discussions.
- Councillors and committee members will demonstrate awareness of their own conduct, and consider how their words or actions may be perceived as offensive or demeaning.
- Councillors and committee members will not engage in behaviour that is insulting or abusive. This behaviour includes unwanted physical contact, verbal threats, or other aggressive actions that may cause any person harm or to feel threatened.
Accountability: Accountability is demonstrated through the following conduct:

- Councillors and committee members will be responsible for the decisions that they make and be accountable for their own actions.
- Councillors and committee members will be responsible for holding other councillors accountable for their actions.
- Councillors and committee members will listen to and consider the opinions and needs of the graduate community in all decision-making, and allow for appropriate opportunities for discourse and feedback.
- Councillors and committee members will carry out their duties in an open and transparent manner so that the process and rationale used to reach decisions and the reasons for taking certain actions can be easily understood.

Leadership and Collaboration: Leadership and collaboration is demonstrated through the following conduct:

- Councillors and committee members will conduct themselves in a manner that builds trust and confidence in the UBC GSS. Councillors will acknowledge that as leaders of their community, they are expected to uphold a high standard of conduct at all times including but not limited to public interactions and online interactions.
- Councillors and committee members will recognize that debate is an essential part of the democratic process and encourage constructive discourse while empowering other members and staff to provide the perspectives on relevant issues.
- Councillors and committee members will consider the issues before them and make decisions as a collective body. As such, members will actively participate in debate about the merits of a decision, but once a decision has been made, all members will recognize the democratic majority, ideally acknowledging its rationale, when they articulate their opinions on a decision.
- Councillors and committee members will calmly face challenges and provide considered direction on issues they face as part of their roles and responsibilities while empowering their colleagues and staff to do the same.
- Councillors and committee members will recognize, respect, and value the distinct roles and responsibilities others play in providing good governance and commit to fostering a positive working relationship with and among other members, staff, and the graduate community at large.
- Councillors and committee members will always recognize the importance of the role of the chair of meetings and treat that person with respect.

F. Information and Confidentiality

Councillors and committee members are expected to uphold the GSS Member Confidentiality Agreement which can be found in Appendix XI of the Policy Manual. Furthermore, councillors and committee members shall respect the rules of in camera sessions in both Council and committee meetings as per Policies 3.1.8 and 7.1.10. Councillors and committee members will use GSS-approved software for sharing information virtually and hosting online meetings.
Appendix XII. Confidentiality Agreement and Personal Information Protection Agreement

GSS Member Confidentiality Agreement

Confidential Information and Proprietary Data

This Member confidentiality agreement is made between the Graduate Student Society of UBC - Vancouver (hereon referred to as the "GSS") and ______________________________________________________________ (hereon referred to as the "Member").

(Please print name)

The Member agrees to the terms of this agreement:

1. The Member acknowledges that, in the course of volunteer or paid activities for the GSS, the Member has, and may in the future, come into the possession of certain confidential information belonging to the GSS including but not limited to plans, calculations, concepts, manuals, drawings, photographs, processes, specifications, instructions, research, reports, emails, survey results, identity and description of computerized records, membership and customer lists, supplier identity, marketing plans, financial information, business plans, costs, pricing information, and all other concepts or ideas involving or reasonably related to the operations or prospective business of GSS, or information received by the GSS as to which there is a bona fide obligation, contractual or otherwise, on GSS's part, not to disclose same.

2. The Member hereby covenants and agrees that he/she/they will at no time, during or after the term of volunteer or paid activities for the GSS, use for his/her/their own benefit or the benefit of others, or disclose or divulge to others, any such confidential information.

3. Upon termination of their formal involvement with the GSS, the Member will maintain the confidentiality of all documents related to the GSS in perpetuity if they are unable to destroy them, including, but not limited to, reports, manuals, drawings, diagrams, blueprints, correspondence, customer lists, computer programs, and all other materials and all copies of such materials, obtained by the Member during their term of volunteer or paid activities for the GSS.
4. Violation of this agreement by the Member will entitle the GSS to an injunction to prevent such competition or disclosure, and will entitle the GSS to other legal remedies, including attorney's fees and costs.

5. This agreement shall be governed by the laws of British Columbia.

6. If any part of this agreement is judged invalid, illegal or unenforceable, the remaining parts shall not be affected and shall remain in full force and effect.

7. This agreement shall be binding upon the parties, and upon their heirs, executors, personal representatives, administrators and assignees. No person shall have a right or cause to cause of action arising out of or resulting from this agreement except those who are parties to it and their successors in interest.

8. This instrument, including any attached exhibits and addenda, constitutes the entire agreement of the parties. No representation or promises have been made except those that are set out in this agreement. This agreement may not be modified except in writing signed by all the parties concerned.

________________________  __________________________  _______________________
Member’s Name (printed)   Signature of Member    Date
GSS Member Confidentiality Agreement

Personal Information Protection

This Member confidentiality agreement is made between the Graduate Student Society of UBC - Vancouver (hereon referred to as the "GSS") and __________________________________________________________ (hereon referred to as the "Member").

(Please print name)

As a Member of the GSS, I understand that I have a legal obligation to protect personal information and other kinds of restricted information as defined in the Personal Information Protection Act of British Columbia. In accordance with the Protection of Privacy Act, I agree to protect from unauthorized uses and disclosures all restricted information, including personal information, to which I have access in the course of any of my paid or volunteer activities with GSS. I agree to use the personal information only for the purposes for which it was collected and purposes consistent with my paid or volunteer responsibilities. I agree that I will only disclose personal information as permitted by law. When I become aware of personal information that is lost, shared in an unauthorized way, or any other form of privacy breach I understand I am required to notify the GSS’s General Manager immediately. I understand that discipline or sanctions, up to and including possible removal from the Society, may result if I access, collect, use, disclose, or dispose of personal information that contravenes legal obligations or the GSS’s established policies and procedures. I understand that the obligations of this Agreement will survive the termination of my paid or volunteer activities at the GSS and that failure to keep confidential the personal information of individuals is grounds for appropriate disciplinary and/or legal action. By my signature I acknowledge that I have read and will abide by this agreement.

_________________________________________  ____________________________  __________
Member’s Name (printed)                  Signature of Member                  Date
This employee confidentiality agreement is made between the Graduate Student Society of UBC - Vancouver (hereon referred to as the "Employer") and:

________________________________________________________
(hereon referred to as the "Employee").
(Please print name)

The Employee agrees to the terms of this agreement:

1. The Employee acknowledges that, in the course of employment by the Employer, the Employee has, and may in the future, come into the possession of certain confidential information belonging to the Employer including but not limited to plans, calculations, concepts, manuals, drawings, photographs, processes, specifications, instructions, research, reports, emails, survey results, identity and description of computerized records, membership and customer lists, supplier identity, marketing plans, financial information, business plans, costs, pricing information, and all other concepts or ideas involving or reasonably related to the operations or prospective business of Employer, or information received by the Employer as to which there is a bona fide obligation, contractual or otherwise, on Employer's part, not to disclose same.

2. The Employee hereby covenants and agrees that he/she/they will at no time, during or after the term of employment, use for his/her/their own benefit or the benefit of others, or disclose or divulge to others, any such confidential information.

3. Upon termination of employment, the Employee will maintain the confidentiality of all documents related to the GSS in perpetuity if they are unable to destroy them, including, but not limited to, reports, manuals, drawings, diagrams, blueprints, correspondence, customer lists, computer programs, and all other materials and all copies of such materials, obtained by the Employee during employment.

4. Violation of this agreement by the Employee will entitle the Employer to an injunction to prevent such competition or disclosure, and will entitle the Employer to other legal remedies, including attorney's fees and costs.
5. This agreement shall be governed by the laws of British Columbia.

6. If any part of this agreement is judged invalid, illegal or unenforceable, the remaining parts shall not be affected and shall remain in full force and effect.

7. This agreement shall be binding upon the parties, and upon their heirs, executors, personal representatives, administrators and assignees. No person shall have a right or cause to cause of action arising out of or resulting from this agreement except those who are parties to it and their successors in interest.

8. This instrument, including any attached exhibits and addenda, constitutes the entire agreement of the parties. No representation or promises have been made except those that are set out in this agreement. This agreement may not be modified except in writing signed by all the parties concerned.

_________________________  ___________________________  ________________
Employee’s Name (printed)   Signature of Employee  Date
GSS Employee Confidentiality Agreement

Personal Information Protection

This Member confidentiality agreement is made between the Graduate Student Society of UBC - Vancouver (hereon referred to as the "GSS") and __________________________________________________________ (hereon referred to as the "Member").

(Please print name)

As an employee of the Graduate Student Society of UBC Vancouver (GSS), I understand that I have a legal obligation to protect personal information and other kinds of restricted information as defined in the Personal Information Protection Act of British Columbia. In accordance with the Protection of Privacy Act, I agree to protect from unauthorized uses and disclosures all restricted information, including personal information, to which I have access in the course of my employment or volunteer activities with GSS. I agree to use the personal information only for the purposes for which it was collected and purposes consistent with my employment or volunteer responsibilities. I agree that I will only disclose personal information as permitted by law. When I become aware of personal information that is lost, shared in an unauthorized way, or any other form of privacy breach I understand I am required to notify the GSS’s General Manager immediately. I understand that discipline or sanctions, up to and including dismissal, may result if I access, collect, use, disclose, or dispose of personal information that contravenes legal obligations or the GSS’s established policies and procedures. I understand that the obligations of this Agreement will survive the termination of my employment or volunteer activities at the GSS and that failure to keep confidential the personal information of individuals is grounds for appropriate disciplinary and/or legal action. By my signature I acknowledge that I have read and will abide by this agreement.

__________________________________________  ____________________________  ________________
Employee’s Name (printed)                Signature of Employee            Date
Appendix XIII. GSS Legal waiver form

WARNING! BY SIGNING THIS LEGAL DOCUMENT YOU WILL BE GIVING UP CERTAIN
LEGAL RIGHTS, INCLUDING THE RIGHT TO SUE.
- PLEASE READ CAREFULLY -

THIS DOCUMENT RELATES TO:
Trip/Event/Location: _____________________________
Date: _____________________________
Organization: _____________________________

ASSUMPTION OF RISKS, WAIVER OF CLAIMS, RELEASE OF
LIABILITY AND INDEMNITY AGREEMENT

1. Assumption of Risks

I am aware that there are potential risks inherent in my participation in the event and/or trip, which is set out and which is referred to in the rest of this document as “The Event”.
I freely and voluntarily accept and fully assume all such risks, dangers and hazards associated with The Event and the possibility of personal injury, death, violence, property damage or loss during all the time of The Event, which may result from the travel arrangements, attendance and participation in The Event and any related activities.

2. Release of Liability, Waiver of Claims and Indemnity Agreement

In consideration of entitlement to participate in The Event referred to above, I hereby agree as follows:

(a) To waive any and all claims that I have or may have in the future against the University of British Columbia, the Graduate Student Society of UBC Vancouver, and their respective directors, officers, faculty, staff, volunteers, agents, trainees, employees, representatives, successors and assigns (all of whom are hereinafter collectively referred to as “the Releasees”) and to release the Releasees from any and all liability for any loss, damage, injury or expense that I may suffer, or that members of my family may suffer as a result of or arising out of any aspect of my participation in The Event due to any cause whatsoever, including negligence or breach of contract on the part of the Releasees with respect to any aspect of the organization, execution or operation of The Event, or in respect of the provision of or the failure to provide any warnings, directions, instructions or guidance as to participation in The Event;

(b) To hold harmless and indemnify the Releasees from any and all liability for any loss, damage, injury or expense to any third party resulting from participation in The Event.
3. **Limited Exception**

I understand that, notwithstanding any other provision of this agreement, I shall not be prevented from making any claim against or commencing any legal action against the owner and/or operator of a motor vehicle which is validly insured by the Insurance Corporation of British Columbia against liability for the negligent operation of that motor vehicle, provided that:

(a) I understand that this limited exception is intended only to provide me with the possibility of recovery of monies potentially available via the Releasees by virtue of their entitlement to such automobile liability coverage;

(b) Any recovery which I might achieve pursuant to this exception shall not exceed the coverage limits of the material policy or policies of automobile liability insurance.

4. **General Provisions**

(a) This agreement shall be effective and binding upon my heirs, next of kin, executors, administrators, assigns and representatives in the event of my death or incapacity;

(b) This agreement shall be governed by and interpreted in accordance with the laws of the Province of British Columbia;

(c) Any litigation involving the parties to this agreement shall be brought within the Province of British Columbia.

I HAVE READ AND UNDERSTOOD THIS AGREEMENT AND I AM AWARE THAT BY SIGNING THIS AGREEMENT I AM WAIVING CERTAIN LEGAL RIGHTS WHICH I OR MY HEIRS, NEXT OF KIN, EXECUTORS, ADMINISTRATORS AND ASSIGNS MAY HAVE AGAINST THE RELEASEES.

___________________________________  
Signature

___________________________________  
Date

___________________________________  
Name (Print)

___________________________________  
Witness

THIS AGREEMENT MUST BE SIGNED, DATED AND WITNESSED PRIOR TO THE PARTICIPANT BECOMING ENTITLED TO PARTICIPATE IN THE EVENT.
Appendix XIV. Policy Revision Form

Instructions:
The purpose of this form is to present proposed policy amendments or additions in an explicit and standard manner. Members of the Graduate Student Society of UBC Vancouver wishing to make policy amendments or additions for Council approval must use this form. Consultation with the Code and Policy Committee is strongly recommended to ensure that the language and style reflects that of the current policy manual. The Code and Policy Committee can be emailed at cpcom@gss.ubc.ca.

What type of change is this?
☐ Amending an existing policy  ☐ Addition of a new policy  ☐ Removal of a policy

Original Policy #:  New Policy # (if applicable):

Proposed Revised Policy:

Rationale Behind Proposed Changes:
Appendix XV. Position Statements

UBC Climate Strike Open Letter

To President Santa Ono, the UBC Administration, the Council of Senates, and the Board of Governors:

On September 27th, we — the students, faculty, and staff of UBC — will join the Global Climate Strike (1) by walking out of our classrooms and offices in solidarity with millions around the world.

We strike because we are in the midst of a crisis - one that threatens to destroy our collective future. Scientists have said we must take drastic action within the next decade to prevent catastrophic and irreversible warming (2). This requires undergoing massive and rapid transformations across all sectors of the economy. Our leaders have failed to recognize climate change as the emergency it is and we no longer accept their promises of incremental change.

We strike because marginalized communities — especially Indigenous communities, Black communities, people of colour, queer and trans communities, migrants, the poor, and the disabled — are bearing the brunt of fossil fuel extraction and climate destruction. We strike because those who have done the least to cause the climate crisis, especially members of the Global South, are paying the greatest price. We recognize that the countries who have profited from climate change — including Canada — must bear the cost of solving it.

We also strike because we are hopeful. We have been inspired by the clear-eyed urgency of youth around the world who are organizing for a just and livable world, and by the resilience of Indigenous people who continue to resist resource extraction on their lands and in their communities. We stand with them, because we know that a better future is possible.

As a public institution dedicated to higher research and education and with a purpose towards “foster[ing] global citizenship and advanc[ing] a sustainable and just society across British Columbia, Canada and the world,” (3) UBC has a responsibility to stand with us in taking bold action. It is far time for UBC to act on its repeated commitments to climate action (4) and sustainability (5) in a way that matches the scale of this crisis.

As such, we call on UBC to declare a Climate Emergency, while recognizing that a state of emergency has been experienced for decades by many communities around the world. In doing so, UBC should commit to:

1. Reassessing divestment of the University’s financial holdings from fossil fuels through an open, transparent and evidence-based process.

2. Expanding opportunities, resources and support for faculty, students and staff to research, learn about and take action on climate change and climate justice within their departments and units.

3. Accounting for scope 3 emissions, including those from commuting and aviation-related travel, and
land use change emissions in UBC's future emission reduction targets and enacting measures to reduce them.

4. Initiating a process to develop specific actions the University will take to implement commitments 2-3, including plans to allocate additional resources and funding to carry out the actions, and report back within 120 days. The process should be overseen by an advisory group representing students, staff and faculty - with invitation extended to Musqueam - and involve consultation with the relevant campus units, as well as opportunities for wider community input.

Our futures are at stake, and we — the UBC community — are calling on you to act like it.
Position Statement

Equity, Diversity, and Inclusivity

Definitions
University of British Columbia – UBC; Graduate Student Society - GSS

GSS Mission Statement
The Graduate Student Society of UBC Vancouver represents and advocates on behalf of all UBC Graduate Students to the University, the Government, and the public. We provide academic, professional, social, and recreational services to our members, and act as stewards of the Thea Koerner House Graduate Student Centre. Our constitution outlines the fundamental objectives of the Society to support graduate students, from removing financial and physical access barriers to graduate education at UBC, to ensuring adequate housing and childcare, being the voice of graduate students on campus, and coordinating interdepartmental graduate student activities.

The GSS’s Commitment to Equity, Diversity, and Inclusivity
The GSS is a representative body for all graduate students. We represent and advocate for UBC graduate students to decision-making bodies, we provide academic and non-academic support, and we provide space at the Koerner House.

The GSS seeks to represent and champion minority and marginalized groups by ensuring their access to resources and serving them in the ways they need. Within our advocacy and services, we must address historical and unconscious biases that prevent us from meeting the unique needs of UBC’s entire graduate community.

Our future actions must be performed in an equitable, just, and accountable framework so we can fully serve all in their UBC graduate experience.

GSS Equity, Diversity, and Inclusivity Mission Statement
UBC’s GSS celebrates equity, diversity, and inclusiveness, and we subscribe to the philosophy and goals of the 2018-2028 UBC Strategic Plan.

GSS Value Statements
The GSS believes that:

- Diversity is central to what makes UBC a leader in academic and professional excellence. This encompasses the unique perspectives, research ideas, and collaborations that come from a diverse graduate student community.

- The opportunity to engage in higher education is limited by opportunities, which disproportionately exclude individuals of marginalized groups.

- Inclusivity must be embedded in all aspects of campus life from curriculum planning to building design. This must be championed even if it requires challenging long-established conventions.
A commitment to equity, diversity, and inclusivity is a living promise and we must actively combat engrained biases in ourselves and our organization to provide those opportunities to excel to all.

GSS Action Statements
Our values are realized through or by:

- Working within the university system to protect and promote the interests and needs of graduate students, while acknowledging and fighting the historical inaccessibility and discriminatory nature of those systems.

- Emphasizing in our advocacy the unique and intersectional issues that graduate students experience, with special respect to those from marginalized groups.

- Alleviating the academic and non-academic burdens on graduate students by actively assessing and responding to discriminatory actions that affect their personal, professional, and academic lives.

- Engaging with student representatives from across campus to encourage and promote equity, diversity, and inclusivity in the ways these groups need.

- Dedication to building community for marginalized groups via academic, professional, social, and recreational services.

- Creating safe spaces for diversity and self or group expression at Thea Koerner House and the GSS Loft.

- Providing opportunities for feedback on our practices so our commitments to equity, diversity, and inclusivity reflect the living and ever-changing needs of our members.

- Commitment from GSS Executives and staff to follow best practice in Equity, Diversity, and Inclusivity and to promote these values in their work.


## Appendix XVI.

As of 2021-04-15:

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<th>Name of Academic Unit</th>
<th>Number of Departmental Representatives</th>
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<td>Biomedical Engineering</td>
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<td>Mechanical Engineering</td>
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<td>Architecture</td>
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<td>Pharmaceutical Sciences</td>
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Appendix XVII. GSS Protection of Personal Information Guideline
GSS Protection of Personal Information Guideline

A Guide on the Implementation of the GSS Privacy Policy

Internal Document

Designated Privacy Officer
Jane Doe
604 123 456
privacyofficer@gss.ubc.ca

Prepared By
Alireza Kamyabi (GSS Vice-President External Relations, 2020–2021)
Jiwan Sangha (GSS Privacy Policy Assistant, 2020–2021)
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1. **Modification**

This document may not be amended or changed materially without the approval of the UBC Graduate Student Society Council.

2. **For Clarity**

2.1 This document may be cited as the GSS Protection of Personal Information Guideline (“PPIG”).

2.2 References in square brackets, i.e. “[s ... ]” are made to the BC [Personal Information Protection Act](https://www3.gov.bc.ca/gov/content/chapter-library/acts/personal-information-protection-act).

2.3 “GSS employees” includes all the Society’s staff, executives, and councillors [s 1].

2.4 This guideline is complemented by the Society’s Privacy Policy and Privacy Charts.

3. **Scope**

This document contains internal guidelines for the purpose of assisting the UBC Graduate Student Society (“the Society”) meet its obligations to protect personal information in its custody and control in accordance with BC’s [Personal Information Protection Act](https://www3.gov.bc.ca/gov/content/chapter-library/acts/personal-information-protection-act).

4. **General**

4.1 Collection, use, and disclosure of personal information must only be for a reasonable purpose. What is reasonable will depend on factors such as the type or amount of personal information the Society collects, how it plans to use that information, and where or to whom (both internally and externally) it discloses that information to [s. 4].

4.2 [PIPA](https://www3.gov.bc.ca/gov/content/chapter-library/acts/personal-information-protection-act) is inapplicable in the following instances [s 3]:

- (a) collection, use or disclosure is for artistic or literary purposes
- (b) collection, use or disclosure is for journalistic purposes
- (c) where collection, use or disclosure of personal information falls under the [Freedom of Information and Protection of Privacy Act](https://www3.gov.bc.ca/gov/content/chapter-library/acts/freedom-of-information-and-protection-privacy-act) (FIPPA)
- (d) personal information in court-related documents
- (e) personal information in a note, communication, or draft decision of the decision maker in an administrative proceeding;
- (f) collection/use/disclosure of the Society’s employee information as long as the collection is reasonable for the purposes of establishing, managing, or terminating an employment relationship between the Society and the individual [ss 13, 15, 19]

<table>
<thead>
<tr>
<th>Example 1. Journalistic Purpose</th>
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<tbody>
<tr>
<td>A purpose is journalistic where it</td>
</tr>
<tr>
<td>(1) has a purpose is to inform the community on issues the community values,</td>
</tr>
<tr>
<td>(2) involves an element of original production and</td>
</tr>
<tr>
<td>(3) involves a self-conscious discipline calculated to provide an accurate and fair description of facts, opinion, and debate at play within a situation</td>
</tr>
</tbody>
</table>

<table>
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<tr>
<th>Example 2. Application of FIPPA</th>
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<tbody>
<tr>
<td>FIPPA applies to personal information that is collected, used, or disclosed by government institutions, such as UBC. It does not apply to the GSS as a registered Society.</td>
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</table>
5. Consent Must be Obtained

5.1 General Principles

(a) The Society must obtain consent from an individual before it can:
   i. collect their personal information from the individual or a source other than the individual,
   ii. use an individual’s personal information, or
   iii. disclose an individual’s personal information.

(b) The Society must maintain an accurate and up to date record of the personal information it stores of an individual. This recordkeeping may be done through an active log on Excel stored in Microsoft Teams.

(c) The Society must obtain consent before or at the time it collects personal information.

(d) The Society can only require an individual to consent to the collection, use or disclosure of personal information if that information is necessary to provide a product or service of the Society [s 7(2)].

(e) Consent is not required in instances where PIPA does not apply, as outlined in Section 4.2 of this Guideline.

(f) Consent is also not required in the following cases:
   i. The use or disclosure of graduate student personal information obtained through the GSS Access to Member Personal Information Memorandum of Understanding (MOU) if the use or disclosure is compliant with the MOU.
      a. See section 8.3 of this Guideline for further details.
   ii. Where an individual joins a Society-affiliated committee, club, or other initiative and provides their personal information voluntarily, the implicit consent principle in 5.2(b) may apply. If the requirements of 5.2(b) are not met, express consent will be required.

---

Example 3. GSS Access to Member Personal Information Memorandum of Understanding

Ordinary member information obtained from the GSS-UBC Memorandum of Understanding must be used, stored, and disclosed in a manner consistent with the terms of the MOU. For clarity, some of the terms are outlined below.

1. Purpose:
   a. communicating between the Society and its members, and
   b. verifying eligibility of students for Society-sanctioned services and programs.

2. Examples of communication
   a. Information about upcoming Society elections and referenda
   b. Information about time-sensitive emergency issues
   c. Information welcoming students to UBC and the Society
   d. Information regarding the Society’s student surveys
   e. Pertinent information as deemed by the Society, e.g., the Society’s newsletter

3. The Society cannot use personal information to distribute
   a. Information that discloses personal information about an individual without their consent or violates privacy or other laws
   b. Pirated software, destructive software, pornographic materials, libelous statements or any other information that may injure someone or lead to a lawsuit or criminal charges
   c. Advertisements for commercial enterprises (except Society-owned businesses)
   d. Repetitious or redundant information, or any information that is wasteful/monopolizing of resources
   e. Information that assumes another person/organization identity or role through deception or without authorization.

---

Example 4. Collection, Use, Disclosure

1. Collection of personal information includes
5.2 Types of Consent

There are three methods of obtaining consent from an individual to collect, use, or disclose their personal information. The standard form of consent is express consent unless the requirements for implicit or opt-out consent are met.

(a) Express Consent

i. An individual clearly and explicitly consents to the collection, use, and/or disclosure of their personal information. Express consent may be written or oral.

ii. To obtain express consent, the Society must
   a. inform the individual of the purpose(s) of collection/use/disclosure, and
   b. ensure the individual willingly agrees, and
   c. obtain the individual’s agreement orally or in writing.

iii. Where the Society obtains consent from an individual through a written agreement, the agreement must contain:
   a. the personal information that is to be used/disclosed,
   b. the use/disclosure being consented to by the individual and/or the entity to whom the information is to be disclosed, and
   c. the date of consent.

iv. Where consent is obtained verbally, it should be documented, indicating that the three requirements in 5.2(a)(iii) have been met.

Example 5. Oral vs Written Consent

When deciding whether to obtain consent orally or in writing, consider the sensitivity of the personal information and its proposed use(s) or disclosure(s). If the personal information is of high or severe sensitivity, a written agreement is required. See Example 11 on how to determine the sensitivity of personal information.

(b) Implicit Consent

i. An individual, knowing of the purpose for the collection of their personal information, voluntarily provides that information to you.

ii. Implicit consent is an appropriate alternative to express consent where the following requirements are met:
   a. an individual volunteers the personal information, and
   b. the purpose of collection/use/disclosure is obvious to the individual, and
   c. a reasonable person would think that it was appropriate for the individual to volunteer that information in those circumstances [s 8(1)].
Example 6. Implicit Consent
A Society member emails the Administrative Assistant to join a committee. The information provided is voluntary. It is obvious that their name and e-mail address will be used to add them to the committee roster. It is appropriate for them to volunteer their e-mail address as a means of communication regarding committee information.

In an opposite example, if that Society member provides their residential address to the AA for the purpose of joining a committee, that information is not subject to implicit consent. This is because providing a residential address is not necessary to join a committee.

(c) Opt-Out Consent

i. An individual provides this type of consent by not declining to provide consent.

iii. Opt-out consent is an appropriate alternative to express consent where all the following requirements are met:
   a. the individual is notified that Society intends to collect, use and disclose personal information for a specific, reasonable purpose,
   b. the individual is provided with the purpose for collection, use, and/or disclosure,
   c. the individual is provided with a reasonable amount (typically 2 weeks) of time to decline,
   d. the individual does not opt out within the time provided, and
   e. personal information is classified as “low sensitivity” as outlined in Example 11 [s. 8(3)].

5.3 Withdrawing Consent

(a) An individual may choose to withdraw or change their consent at any time except where these actions may break a legal duty or contract between the Society and the individual [s 9]. An individual may withdraw or change their consent for certain purposes and not others.

(b) To withdraw or change consent:
   i. the individual must provide the Society with reasonable notice of at least two weeks prior to withdrawing consent, and
   ii. the withdrawal of consent must not break a legal duty or contract between the Society and the individual [s 9].

(c) Requirements for the Society
   i. Where an individual submits a request to withdraw or change their consent, the Society must inform the individual what the consequences of withdrawing or changing consent will be [s 9].

Example 7. Withdrawing Consent
Where an individual wishes to opt out of receiving Society emails, the Society must notify the individual of the likely consequences of opting out – for example, the individual may not receive Society-affiliated promotions to group classes, etc.

5.4 Where Consent Is Not Required [ss 12, 15 & 19]

The Society may collect, use, and/or disclose personal information without consent in the following instances:

(a) it is clearly in the interests of the individual and consent cannot be obtained in a timely way,
(b) it is necessary for the medical treatment of the individual and the individual is unable to give consent,
(c) it is collected by observation at a performance, a sports meet, or a similar event
   i. at which the individual voluntarily appears, and
that is open to the public,
(d) it is available to the public,
(e) it is necessary to determine the individual’s suitability for an honour or award,
(f) it is required or authorized by law,
(g) the use is necessary to respond to an emergency that threatens the life, health or security of an individual,
(h) the disclosure is for the purpose of contacting next of kin or a friend of an injured, ill or deceased individual,
or
(i) the disclosure is made on reasonable grounds to believe that compelling circumstances exist that affect the health or safety of any individual. In this case, a notice of disclosure must be mailed to the last known address of the individual to whom the personal information relates.

6 Collection of Personal Information

6.1 General Principles
(a) The Society may only collect personal information for a purpose that a reasonable person would consider appropriate in the circumstances.
(b) The collection must be limited to the amount and type of personal information that is necessary to fulfill the purposes for collecting it – broad/overcollection is not permitted.
(c) Even if an individual volunteers more personal information than is needed for the Society’s intended purposes, the Society cannot record, use or disclose the irrelevant information.

6.2 Requirements Prior to Collection
(a) The Society must notify individuals of the purposes for collecting personal information before or at the time of collection [s. 10(1)]. The notification should be clear, simple, and detailed. It should:
   i. provide a description of personal information to be collected in accordance with the definition of personal information outlined in Policy 18.1.1 of the GSS Policy Manual,
   ii. provide a description of the purpose of collection as outlined in Policy 18.7.2 of the GSS Policy Manual,
   iii. provide details for when/whom the Society will be sharing the information with (i.e., external organizations, if any), and
   iv. provide the contact information of the GSS Privacy Officer.
(b) When deciding whether to give notice verbally or in writing, the Society should consider the sensitivity of the personal information it is collecting and its proposed use(s) or disclosure(s).
   i. If the personal information is of high or severe sensitivity, a written notice is required.
   ii. See Example 11 on how to determine the sensitivity of personal information. Generally, the harm resulting from unauthorized access, use, or disclosure is the central consideration in determining the sensitivity of personal information. Example 12 outlines the different types of harms that the Society should consider in its assessment of the sensitivity of personal information.

Example 8. Limitation on Councillor Information Collection
Where a Councillor completes a “Declaration of Election to the GSS Council” form, the Society should not ask for a copy of their proof of enrolment unless deemed necessary. The Councillor’s acknowledgement that they are a graduate student will suffice.

Example 9. Purpose of Collection
1. To verify graduate student identity for AGM, events, or other student-specific initiatives
2. To verify that a councillor is a graduate student prior to election
3. To administer the Society’s events
4. To reimburse members for paid event attendance
Example 10. Limitation on Event Information Collection

When collecting information to provide a service (e.g., an event), collect only information that is necessary for the event. Standard information for a Society-sponsored event includes the individual’s name, phone number, e-mail, and student number.

Collecting other personal information such as an individual’s residential address is prohibited in instances where it is not necessary. An individual’s residential address for a specific event may be necessary. For example, a residential address may be necessary where supplies need to be sent to an individual for participation in the event.

Example 11. Sensitivity of Personal Information

<table>
<thead>
<tr>
<th>Sensitivity</th>
<th>Definition</th>
<th>Classification</th>
<th>Examples(^1)</th>
</tr>
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</table>
| Low         | Information or data that, if used, disclosed, or accessed without proper authorization, will **not result in harm or negative impacts** for those affected. | Public | • Names and work contact information  
• Information that is posted on the Society’s public website |
| Moderate    | Information or data that, if used, disclosed, or accessed without proper authorization, **are likely to cause minor harm or negative impacts** and/or be disadvantageous for those affected. | Restricted | • Membership in Committee  
• Salary information  
• Non-identifiable personal information |
| High        | Information or data that, if used, disclosed, or accessed without proper authorization, **are likely to cause serious harm or negative impacts** for those affected. | Confidential | • Information from UBC MOU  
• Student name, number, e-mail, address  
• Email communications  
• Residential address |
| Severe      | Information or data that, if used, disclosed, or accessed without proper authorization, **are likely to cause severe harm or negative impacts and/or damage** to those affected. | Strictly Confidential | • Employee SIN  
• Date of birth  
• Official government documents  
• Bank account information  
• Credit card information  
• E-mail communications related to the GSS Advocates service  
• Information relating to Graduate Student Financial Aid (GSFA)  
• Information relating to complaints |
### Example 12. Harms of a privacy breach

1. loss of privacy;
2. breach of confidentiality;
3. loss of data and information integrity;
4. loss of information value;
5. financial impacts;
6. personal injury;
7. loss of life;
8. harm to business relationships; and
9. reputational damage.

### 7. Use of Personal Information

#### 7.1 General Principles

(a) Use means to view or handle personal information within the Society without disclosing it.

(b) There are limitations to the use of personal information.
   
   i. The use of personal information must be consented to by the individual.
   
   ii. The Society may only use personal information for a reasonable purpose.

   iii. The use of personal information must also be limited to the amount and type of personal information that is necessary to fulfill the purpose(s) of collection.

#### 7.2 Requirements Prior to Use of Personal Information

(a) Consent for use must be obtained before or at the time of the use of personal information.

(b) The Society must provide an individual with a clear description of how the personal information will be used.

(c) The Society must obtain consent again from an individual if their personal information is to be used for a different purpose than what was originally consented to.

### Example 13. Limitation on Use

1. If the Society collects a student’s study status for a specific AMS/GSS subsidy, it cannot use that information to determine whether that individual should be eligible for a different subsidy.

2. If the Society collects personal information for event sign-ups, it cannot use the information to send monthly newsletters to the individual without their consent.

### 8. Disclosure of Personal Information

#### 8.1 General Principles

(a) Disclosure means releasing or making the information available to another person or organization, both internally and externally.

(b) There are limitations to the disclosure of personal information.

   i. The disclosure of personal information must be consented to by the individual.

   ii. The Society may only disclose personal information for a reasonable purpose.

   iii. The disclosure of personal information must be limited to the amount and type of personal information that is necessary to fulfill the purpose(s) of collection.

(c) The disclosure should be made in a secure manner. See Example 14 for disclosure practices regarding e-mails.
Example 14. Disclosing Personal Information via E-mail
1. Do not send any personal information through non-GSS e-mail accounts.
2. Do not transmit personal information via e-mail unless necessary. You may include personal information that is classified as low or moderate sensitivity in the body of emails. The subject line of the email should include a confidentiality indicator. See Example 11 on how to determine the sensitivity of personal information.
3. If you are sending personal information classified as highly/severely sensitive over email, it is important that you first encrypt the attachment.
   a. For instructions on encryption, see: https://isit.arts.ubc.ca/send-files-securely/

Example 15. Disclosure of Reimbursements
All information regarding reimbursements to an individual must be stored on Microsoft Teams. Once a reimbursement list has been approved for processing, the list must be removed from the Microsoft Teams channel. Access to this information is no longer necessary for employees in the channel to perform their work. The list should be moved to a channel that is only accessible to the General Manager.

Example 16. Disclosure to House Finance Committee
Do not disclose personal information of members to the Committee for reimbursements/payments made to ordinary members. Only disclose monetary amounts.

8.2 Requirements Prior to Disclosure of Personal Information
(a) Consent for disclosure must be obtained before or at the time of the disclosure of personal information.
(b) The Society must provide an individual with a clear description of the purpose and method of disclosure.

8.3 Collection, Use, Disclosure: External Organizations
(a) The Society may disclose personal information to a third-party organization without consent of an individual if
   ii. the individual has already consented to the collection of their personal information,
   iii. the personal information is disclosed to the third-party solely for the purposes for which the information was previously collected, and
   iv. the personal information is required to assist the third-party to carry out work on behalf of the Society [s 18(2)].
(b) The disclosure must be consistent with Policy 18.13 of the GSS Policy Manual.

8.4 Disclosure for research or statistical purposes (without Consent) [s 21]
The Society may disclose, without the consent of the individual, personal information for a research purpose, including statistical research, only if
(a) it is impracticable for the Society to seek the consent of the individual for the disclosure,
(b) the research purpose cannot be accomplished unless the personal information is provided in an individually identifiable form,
(c) the disclosure is on the condition that it will not be used to contact persons to ask them to participate in the research,
(d) linkage of the personal information to other information is not harmful to the individuals identified by the personal information and the benefits to be derived from the linkage are clearly in the public interest,
the organization to which the personal information is to be disclosed has signed an agreement to comply with all the following:
  i. PIPA,
  ii. the policies and procedures relating to the confidentiality of personal information of the Society,
  iii. any additional security and confidentiality conditions imposed by the Society,
  iv. a requirement to remove or destroy individual identifiers at the earliest reasonable opportunity, and
  v. a prohibition of any subsequent use or disclosure of that personal information in individually identifiable form without the express authorization of the Society.

9. Access to Personal Information by Individuals

9.1 General Principles

(a) If the Society has personal information about an individual, the individual has the right to
   i. access their own personal information held by Society
   ii. know how Society has used or continues to use their personal information, and
   iii. know to whom and when the Society disclosed their personal information.

9.2 Requirements for Access to Personal Information

(a) To access their personal information, an individual
   i. must complete the “Request to Access Personal Information and/or Request to Correct Personal Information” Form, and
   ii. must provide enough information so that the Society can find the information with reasonable effort.

(b) The individual does not need to state why they are asking for the personal information.

(c) The Society must respond to all access requests within 30 days unless any of the following conditions apply:
   i. The applicant has not provided enough information to allow the Society to find the requested personal information or document.
   ii. A large amount of personal information is requested and meeting the time limit would unreasonably interfere with the Society’s operations.
   iii. The Society must consult with another organization to decide if access should be given [s 31(1)].

(d) If the conditions outlined in 9.2(c) are not met, the Society may seek an extension from the BC Privacy Commissioner.

(e) If the Society extends the time limit in accordance with the conditions outlined in section 9.2(c), it must provide the applicant with
   i. why it is taking more time (reference a reason in 9.2(c)),
   ii. when it will respond to the request, and
   iii. that the applicant can complain to the BC Privacy Commissioner about the Society taking more time [s 31(2)].
Example 17. ‘Access to Information Time Extension’ E-mail Template

Thank-you for contacting the UBC Graduate Student Society. We write to inform you that we will need an additional [insert time here] to process your request because [reference a reason in section 9.2(c) or state if you have obtained consent from the BC Privacy Commissioner for an extension]

We will get back to your request by [insert time here]. Please note that you can make a complaint to the British Columbia Office of the Privacy Commissioner if you are dissatisfied with the timeline provided. The information can be found here: https://www.oipc.bc.ca/for-the-public/how-do-i-make-a-complaint/

9.3 Response to Access Requests

(a) Duty to Assist in Requests

i. The Society has a duty to assist individuals upon a request for access or correction of personal information.

ii. The Society must

a. make a reasonable effort to help an applicant seeking access to their personal information,

b. respond to an applicant as accurately and completely as is reasonably possible, and

c. unless PIPA says otherwise, provide the applicant with the personal information requested or, if the personal information cannot be reasonably provided, an opportunity to view it.

Example 18. Duty to Assist

Assistance may include providing the individual with the form, helping them complete the form, and answering any general questions. Do not provide contradictory or erroneous information – check the procedures before you provide a response.

(b) Contents of Response

i. In response to an access request, the Society must inform the individual, within 30 days,

a. whether the Society has the individual’s personal information,

b. whether the Society will give the individual access to all or part of their personal information, and

c. if access will be given, where, when and how it will be provided.

(c) Charging a Fee if Access Provided

i. The Society may charge a minimal fee for access to personal information.

a. If the Society provides photocopies of information, it may charge $0.10 per photocopy.

b. It may charge labour fees for employees working on the access request (i.e., the employee’s hourly rate multiplied by the time it would take for the request to be fulfilled).

ii. The fee charged must solely be the cost of producing the requested personal information. This includes photocopying, printing, or other administrative costs.

iii. Where the Society will charge a fee, the Society must, prior to the service,

a. provide the applicant a written estimate of the fee and

Example 19. ‘Contents of Response to Access’ E-mail Template

No personal information: Thank-you for contacting the UBC Graduate Student Society. We write to inform you that we are unable to fulfil your access to information request because we do not have any documents containing personal information about you.
Personal Information: Thank you for contacting the UBC Graduate Student Society. We write to inform you that the Society is processing your request and will get back to you within 30 days. The estimated cost of the request is [insert cost per 9.3(c)]. Please inform us if you would like to continue with the request and accept the costs associated with processing your request.

If you choose to proceed with the request, you will be provided an [encrypted email/photocopy/other means] within [insert time here – must not be longer than 30 days unless an exception applies].

Note: See section 9.3(e) of this Guideline for an example of how access should be provided.

b. if necessary, require the applicant to pay a deposit for all or part of the fee.

(d) Refusal to Provide Access

i. Where the Society refuses to provide access to an individual, it must inform the individual

a. the reasons for refusing access

1. See Sections 9.3(c)ii and 9.3(c)iii of this Guideline for reasons for refusal. Include one of these reasons for refusal in the response.

b. the sections of PIPA that allows or requires the Society to refuse access,

1. Cite section 23(3) or 23(4) of BC PIPA, as applicable

c. the contact information of the Privacy Officer, and

d. that the applicant may ask the Commissioner to review the Society’s decision to refuse access within 30 days of being notified of the refusal.

Example 20. ‘Refusal to Access’ E-mail Template

Thank you for contacting the Graduate Student Society. We write to inform you that we are unable to fulfill your request for access to personal information because [insert reason for refusal; see 9.3(c)ii and 9.3(c)iii of this Guideline for reasons for refusal].

According to [section 23(3) or 23(4)] of BC Personal Information Protection Act, we are unable to provide you access to personal information because [cite the specific provision in PIPA from sections 23(3) or 23(4)]. If you have further questions, please feel free to contact the GSS Privacy Officer, [insert GSS Privacy Officer Contact Information].

You may also ask the BC Privacy Commissioner within 30 days of being notified of this refusal to review our decision.

ii. The Society may refuse to disclose personal information and other information where [s 23(3)]:

a. the information is protected by solicitor-client privilege;

b. the disclosure would reveal confidential commercial information that if disclosed, could, in the opinion of a reasonable person, harm the competitive position of the Society;

c. the information was collected or disclosed without consent per sections 12 and 18 of PIPA, for the purposes of an investigation and the investigative proceedings and appeals have not been completed;

d. the information was collected or created by a mediator or arbitrator in the conduct of a mediation or arbitration for which he or she was appointed to act

1. under a collective agreement,

2. under an enactment, or

3. by a court.

e. Note: If the Society can redact information referred to in a-c, the Society must provide the individual with access to the personal information after such information is redacted.
iii. The Society **must not** disclose personal information and other information where [s 23(4)]:
   a. the disclosure could reasonably be expected to threaten the safety or physical or mental health of an individual other than the individual who made the request;
   b. the disclosure can reasonably be expected to cause immediate or grave harm to the safety or to the physical or mental health of the individual who made the request;
   c. the disclosure would reveal personal information about another individual;
   d. the disclosure would reveal the identity of an individual who has provided personal information about another individual and the provider does not consent to the disclosure of their identity
   e. **Note:** If the Society can redact information referred to in a-d, the Society must provide the individual with access to the personal information after such information is redacted.

(e) Providing Access
i. The Society must only provide access to personal information to an individual once it has confirmed the identity of the individual.

ii. An individual’s identity will be confirmed by assessing the accuracy of the details in the “Request to Access Personal Information and/or Request to Correct Personal Information” Form with the personal information the Society has of the individual (if any). Where no personal information is found, a request for access may be denied.

iii. Do not provide access to personal information unless you are sure of the identity of the applicant and the applicant’s right of access.

iv. Where PIPA requires the Society to provide access, the Society must provide the applicant with
   a. access to their personal information,
      1. Provide the individual with the specifics of the personal information you have on them (for example: e-mail address, student number, etcetera)
   b. information on how the Society has used or is using their personal information (see Policy 18.7.2 of the GSS Policy Manual),
   c. the names of the individuals and organizations the Society has disclosed their information to, and
   d. the purpose(s) for which the Society has disclosed the individual’s personal information.

v. If an applicant’s personal information is in electronic form, the applicant has the option to receive a copy of the information in electronic or paper form.
   a. If you are providing personal information to an individual in electronic form, refer to section 11.3(f) of this Guideline for best practices in transferring information over e-mail.

Example 21. ‘Providing Access’ E-mail Template
Thank-you for contacting the UBC Graduate Student Society. You are hereby provided access to [all or part] of your personal information. *[If the individual is provided access to only part of the information, follow the ‘Refusal to Access E-mail Template’ guideline for the part of the information that is refused]*.

Please find the encrypted attachment detailing the information of your request.

**Note:** The following should be in an encrypted attachment. See Example 14 on instructions for encryption.

The GSS has the following personal information about you on file [list personal information you have on individual]. The GSS has used this information in the following manner [insert reason(s) per Policy 18.7.2 of the GSS Policy Manual]. The GSS has disclosed your personal information to the following entities [insert other organizations to whom personal information may be disclosed]. This disclosure was made for the purpose of [insert reason(s) per Policy 18.7.2 of the GSS Policy Manual].
10. Correction of Personal Information

10.1 General Principles
(a) The Society is responsible for making reasonable efforts to ensure that personal information is accurate and complete, and to correct personal information if it is not.
(b) An individual who believes that there is an error or omission in their personal information can request a correction of the personal information.
(c) The Society cannot charge a fee for correction of personal information.

10.2 Requirements Prior to Correction of Personal Information
(a) An individual requesting correction of their personal information must
   i. Complete the “Request to Access Personal Information and/or Request to Correct Personal Information” Form, and
   ii. Provide enough background information in the Form so that the Society, with reasonable effort, can identify the correction being sought.

10.3 Decision Regarding Correction of Personal Information
(a) The Society must decide whether, on reasonable grounds, correction of personal information is warranted.
(b) If the correction is warranted, the Society must do the following:
   i. correct the personal information as soon as possible, and
   ii. send the corrected personal information to every organization that the Society disclosed the wrong information to during the year before the correction date.
(c) Where the Society decides not to correct the personal information, it must annotate the personal information that such a request was made. This may be done by attaching a copy of the “Request to Access Personal Information and/or Request to Correct Personal Information” Form to the personal information.

11. Personal Information Safeguards

PIPA requires safeguards to be implemented by the Society to protect personal information under the custody or control of the Society. PIPA requires that personal information (1) only be retained for as long as necessary (2) be accurate, and (3) be adequately protected through physical, administrative, and technical safeguards.

11.1 Retention of Personal Information
(a) Subject to subsection (b) of this Guideline, the Society must destroy all documents containing personal information or remove the means by which the personal information can be associated with an individual. The Society must do so as soon as it is reasonable to assume that
   i. the purpose for which that personal information was collected is no longer being served by retention of the personal information, and
   ii. retention is no longer necessary for legal or business purposes.
(b) Where the Society uses an individual’s personal information to make a decision that directly affects the individual, the Society must retain that information for at least one year after using it.
(c) Personal information may need to be stored for a longer period to comply with the Society’s legal or audit requirements.
**Example 22. Event Information Retention Protocol**

Where an event has been completed, the attendance sheet should be discarded. It should not be saved on any platform because it is no longer necessary for the Society’s purposes (unless there is financial information necessary for audits, in which case it may be kept for 7 years).

Eventbrite contains highly sensitive personal information, especially credit card information & a billing postal code for paid events. Eventbrite information on the platform must be deleted 90 days following an event.

---

**Example 23. Councillor Information Retention Protocol**

Keep the Declaration of Election to the GSS Council in "active" records a year after the term in GSS DTE Server (for digital files) or in a file cabinet (physical files). Move the form to archived records after. Before moving the form, redact everything except the student’s name, department, email and phone number.

---

**Example 24. GSS Advocates E-mail Retention Protocol**

The e-mails sent to the GSS Advocates e-mail address must be permanently deleted after completion of a case. All relevant case information should be uploaded on MS Teams where absolutely necessary, for a period no longer than absolutely necessary. The MS Teams Channel should only be accessible to those who require the information to complete their job duties.

All substantial advocacy emails on employee accounts must be permanently deleted from the e-mail address and uploaded on MS Teams where absolutely necessary, for a period no longer than absolutely necessary.

---

**Example 25. Destruction Protocols**

1. Society employees have a legal obligation to ensure that personal information that is no longer necessary for the Society’s business or legal purposes is destroyed.
2. Any of the following are acceptable methods of destroying personal information:
   a. using a software utility, such as "Secure Erase" that erases, overwrites or encrypts the data;
   b. magnets erasing (degaussing) the data;
   c. formatting a device after encrypting; or
   d. using a machine that physically deforms or destroys the device to prevent the data from being recovered.

---

**11.2 Accuracy**

(a) The Society must make a reasonable effort to ensure that personal information is accurate, especially where the personal information is
   i. likely to be used by the Society to make a decision that affects the individual to whom the personal information relates, or
   ii. likely to be disclosed by the Society to another organization.

**11.3 Protection**

Protection of personal information includes three types of safeguards: physical, administrative, and technical. There are also technology-specific safeguards that must be implemented to ensure that personal information is protected in computers, e-mails, and meetings.
(a) General

i. The Society must implement protect personal information in its custody or control. The safeguards implemented for the protection of personal information must be proportional to the sensitivity of such information. See Example 26 which outlines the sensitivity of personal information and the corresponding safeguards which must be implemented for its protection.

ii. In general, the safeguards implemented for the protection of personal information by the Society should prevent the following:
   1. someone from being able to read, use, copy or disclose personal information when they are not authorized to do such activities,
   2. someone from stealing or losing personal information, and
   3. someone from changing, destroying, or improperly disposing of personal information.

Example 26. Safeguards Depending on Sensitivity of Personal Information

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<th>Definition</th>
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<tr>
<td>Low</td>
<td>Information or data that, if used, disclosed, or accessed without proper authorization, will <strong>not result in harm or negative impacts</strong> for those affected.</td>
<td>occasional audits, regular backups to ensure availability and integrity of information</td>
<td>Names and work contact information, Information that is posted on the Society’s public website</td>
</tr>
<tr>
<td>Moderate</td>
<td>Information or data that, if used, disclosed, or accessed without proper authorization, are likely to <strong>cause minor harm or negative impacts</strong> and/or be disadvantageous for those affected.</td>
<td>periodic audits, physical: secure &amp; locked location storage, digital: authorized access via password</td>
<td>Membership in Committee, Salary information, Non-identifiable personal information</td>
</tr>
<tr>
<td>High</td>
<td>Information or data that, if used, disclosed, or accessed without proper authorization, are likely to <strong>cause serious harm or negative impacts</strong> for those affected.</td>
<td>regular audits, encryption if sent digitally, physical: secure &amp; locked location storage with restricted access + clean desk policy, digital: authorized &amp; authenticated access via password</td>
<td>Information from UBC MOU, Student name, number, e-mail, address, Email communications, Residential address, Affidavit of Election to the GSS Council</td>
</tr>
<tr>
<td>Severe</td>
<td>Information or data that, if used, disclosed, or accessed without proper authorization, are likely to <strong>cause severe harm or negative impacts and/or damage</strong> to those affected.</td>
<td>frequent audits, double authentication of recipient &amp; encryption if sent digitally, physical: secure &amp; locked location with restricted access + clean desk policy + access log*, digital: authorized &amp; authenticated access via password + access log*</td>
<td>Employee SIN, Date of birth, Official government documents, Bank account information, Credit card information, E-mail communications related to the GSS Advocates service</td>
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(b) Physical Safeguards

Physical Safeguards refer to the physical measures, policies, and procedures to protect personal information. These safeguards include facility security, physical location access controls, and workstation use and security.

All Society employees must comply with the following requirements:

i. Lock file cabinets and areas where personal information is stored.

ii. Restrict unnecessary employee access to storage areas, filing cabinets, or online platforms.

iii. Only take personal information out of secure environments if they have: official authorization from the Society’s president or a person designated on their behalf, an operational need, and there are no other reasonable means to accomplish the task. Where possible, employees must take copies instead of originals of documents. When taking personal information home in electronic form, employees must ensure that the information is first encrypted.

iv. Remove files and documents containing personal information off their desk at the end of the day.

v. Shred papers containing personal information, and never place any personal information in a garbage can or recycling bin without shredding.

vi. Destroy computer hard drives that contain personal information before they are discarded.

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(c) Administrative Safeguards

Administrative Safeguards refer to the administrative processes, policies, and procedures to protect personal information against a privacy breach or unwanted disclosure. These safeguards include training, audits, recordkeeping, and agreements.

The Society’s Privacy Officer must, alone or in combination with a designated individual, comply with the following administrative requirements:

i. Require all Society employees (especially GSS Office) to be trained and informed, once a year, of the content of these Guidelines, the Society’s Privacy Policy, the Society’s Privacy Charts, and the disciplinary consequences of not following them.

ii. Mandate employees to complete the UBC Privacy & Information Security Fundamentals Training.

iii. Require all employees to sign a confidentiality agreement for the protection of personal information.

iv. Implement role-based access to physical environments such as offices and filing cabinets so that personal information, especially highly and severely sensitive information, is accessible only to those employees who need such information for their duties.

v. Conduct regular privacy audits, every six months, to ensure that the Society employees are complying with the Society’s privacy protocols. These audits must be logged on Microsoft Teams.

vi. Maintain an updated record of where all personal information about members may be found.
Example 28. Microsoft Teams Access Protocol
Do not add GSS Councillors/Staff to Microsoft Teams channels that are not necessary to perform their work – mere convenience is not enough for access. Only provide access on a necessity basis. Provide only as much access as is needed for their duties.

Lock channels in Microsoft Teams and provide passwords to only those who require the information as part of their work.

Example 29. Councillor Confidentiality Agreements
All Councillors must sign a confidentiality agreement. Members of the AMS and Graduate Caucus must sign a confidentiality agreement immediately after election by council.

(d) Technical Safeguards
Technical Safeguards refer to the technical measures, policies, and procedures to protect personal information. These safeguards include access controls, authentication measures, and information transmission, device, and media security.

To ensure that personal information is protected through these safeguards, all Society employees must

i. where possible, communicate passwords via phone, rather than email. This includes encryption passwords.

ii. refrain from keeping a password log unless via a designated and secure password storage software. If a password log of encryption passwords must necessarily be kept without a software, delete the log as soon as the encrypted information is no longer necessary for the Society’s business or legal operations.

iii. avoid emailing or faxing personal/confidential information on a voice mail message.

iv. encrypt personal information stored on mobile electronic devices such as laptops and USB flash drives, especially where the information is highly/severely sensitive.

v. not store personal information on websites/servers hosted outside of Canada – e.g., Dropbox, Google Drives / Docs / Hangouts, Skype, Slack, Facebook.

vi. securely wipe all personal information from hard drives before discarding them. Simply deleting files off a hard drive is not enough as deleted files can be recovered. If you are unsure, the most secure method of destroying personal information is to physically destroy the hard drives.

Example 30. Microsoft Teams Storage & Transmission
The Society’s File Sharing, Collaboration & Messaging Tools (i.e., Microsoft Teams, SharePoint) are a permitted platform to store and transmit personal information of all sensitivity.

(e) Computers
When working on a computer within the GSS building or at home, the following protocols must be followed to ensure that personal information is protected:

i. Position computer monitors so that personal information cannot be seen by unauthorized personnel or by visitors. Enable the privacy guard feature if available.

ii. Keep personal information securely locked by using passwords to access computers. Use password-protected computer screensavers.

iii. Ensure computers and network are secure by using firewalls, intrusion detection software, antivirus software, and by encrypting personal information. Ensure all software is updated regularly.
iv. Use strong and secure passwords\(^9\) to ensure that only authorized employees have access to computer storage devices or to the network. A strong password is one that is 16 or more characters long, and contains: no dictionary words, at least one capital letter and one number/symbol.

v. Change passwords to logins regularly.

vi. Only use the Society’s provided computer unless absolutely necessary to use your own.

vii. Avoid saving personal information directly on a device. Save personal information on a **secured network** drive such as Microsoft Teams. Do not use cloud storage services such as Dropbox, Box, One Drive or Google Drive to store Society-related information unless approved.

viii. Where personal information must inevitably be downloaded on to a personal computer, delete Society-related documents off the device as soon as you’re finished working with it, then empty the computer trash.

ix. Log out of work computer as soon as you’re finished for the day.

(f) **E-mails**\(^{10}\)

Where Society employees work with personal information through e-mails, they must ensure that personal information is protected. In particular, they must

i. not forward emails to their personal e-mail address. Always use the e-mail address assigned by the Society for Society-related matters.

ii. only use a mobile device, such as a smartphone, to access their Society-associated email account if proper security controls are in place.

iii. not store sensitive documents on their personal phone unless absolutely necessary. If such information must be stored on their mobile device, the information must be encrypted.

iv. place all email addresses in the “Bcc” (blind carbon copy) field when sending emails to multiple personal email addresses.

v. exercise extreme caution when emailing personal information outside GSS emails. Emails sent from the Society’s email accounts to external email accounts are not a confidential and secure method of communication. If someone initiates contact with Society employees using a non-secure e-mail account (i.e., Hotmail or Google), the employee may respond to the email, but they may only discuss the individual’s personal information if the individual explicitly consents for them to do so.

vi. not use their Society email account for personal communications. If they use their Society-affiliated email account for personal uses, these communications may not remain private. While the Society does not, as a routine matter, inspect personal emails stored on these accounts, the Society may need to access these emails under certain circumstances, including responding to lawful subpoenas or court orders; investigating misconduct, determining compliance with the Society’s policies, and searching for electronic messages, data, files, or other records that are required for the Society’s business continuity purposes.

(g) Meetings

i. Establish exactly what will be recorded in the meeting. Establish the format, content, and level of detail of the recording. Clearly define what the record (i.e., meeting minutes) will and will not contain. Ask: which facts/information need to be documented to support the objectives of the meeting?

ii. Establish who will officially take minutes in the meeting. This individual is responsible for determining how the meeting minutes will be created, maintained, used, disclosed, and made available. Where applicable, ensure others do not maintain alternative records of the meeting.
 iii. Determine, at the outset, how notes and other information, not included in the official meeting minutes record, will be treated. Inform and instruct meeting attendees of the recording and note-taking requirements at the beginning of the meeting.

 iv. Determine, at the outset, how personal/confidential information will be shared, discussed and/or recorded during the meeting. Ask attendees to follow privacy/confidentiality requirements. Ensure records contain only information that can be disclosed to the public.

 v. Establish guidelines for recording virtual meetings.

Example 31. Meeting Protocol
1. Save all meeting information, including meeting minutes and agendas on MS Teams.
2. All communications re: meetings should be through the Society’s provided email addresses.
3. All meetings should be set up, especially if being recorded, through MS Teams.
4. Depending on the sensitivity of the personal information discussed within a meeting and the objectives of the meeting, ensure that such information is not directly recorded in the meeting minutes.
5. Refrain from recording virtual meetings, especially if they discuss personal information. Where a virtual meeting must necessarily be recorded, attendees must be notified prior to the recording of (1) the recording, (2) the purpose of the recording, (3) how long the recording will be retained for, and (4) they can object to the recording for a reasonable reason.

12. Privacy Breach Protocol

 (a) Upon a privacy breach, the Society, in particular the Privacy Officer, must

   i. Assess and document the scope of the breach, including:
      a. who had unauthorized access to personal information,
      b. what medium is involved – hard copy, electronic, verbal,
      c. which information was compromised – name, address, student number, etc.,
      d. how many were individuals affected,
      e. whether this is a one-time occurrence, potentially repeatable or an on-going problem, and
      f. the likely cause(s) or circumstance(s) of the event.

   ii. Contain the breach by immediately by
      a. making arrangements to retrieve the records,
      b. suspending the process or activity that caused the breach,
      c. taking the targeted application off-line,
      d. changing passwords, and
      e. any other actions as needed to contain the breach.

   iii. Document the incident, including
      a. date, time, location of the incident,
      b. who was affected,
      c. how the incident was discovered,
      d. when and to whom the incident was reported to, and
      e. any other relevant information (for example safeguards breached – e.g. locks, alarm system, passwords, encryption).

   iv. Investigate the breach

   v. Take action to prevent future breaches – for example, develop or change privacy policy or practices, use enhanced software, and/or provide staff training on privacy and security.

   vi. Notify affected individuals within a reasonable time, where possible. Keep a record of the notice. The notice should include
      a. a description of the incident,
      b. an explanation of corrective steps taken,
      c. and a protocol of how the problem will be prevented in the future.
vii. Notify the University if the information relates to the GSS-UBC MOU.\textsuperscript{12}

13. **Privacy Complaints Process\textsuperscript{13}**
   
   (a) Where a privacy complaint is received informally, the Society must notify the individual about the formal complaints procedure, including a copy of the Society’s Privacy Policy and the “Personal Information Complaints” Form. Do not answer complaints where a formal process is not followed.
   
   (b) Investigate all complaints and take appropriate measures in response if a complaint is justified, including amending the Society’s policies and practices if necessary.

<table>
<thead>
<tr>
<th>Example 32. Complaints Processing Protocol</th>
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</thead>
<tbody>
<tr>
<td>1. All privacy-related complaints must be handled by the Society-appointed Privacy Officer.</td>
</tr>
<tr>
<td>2. Complaints must be replied to within a reasonable time, typically of 2 weeks.</td>
</tr>
<tr>
<td>3. If it is unclear whether the individual is making a correction, access, or complaints request, clarify as it is your duty to assist. Provide the individual with all applicable forms and only respond to a complaint if the formal complaints process is followed.</td>
</tr>
</tbody>
</table>

14. **Protection of Employees**

   The Society must not dismiss, suspend, demote, discipline, harass or otherwise disadvantage an employee of the Society, or deny that employee a benefit, because

   (a) the employee, acting in good faith and on the basis of reasonable belief, has disclosed to the BC Privacy Commissioner that the Society or any other person has contravened or is about to contravene the Society’s legal obligations under PIPA,
   
   (b) the employee, acting in good faith and on the basis of reasonable belief, has done or stated an intention of doing something that is required to be done to avoid having any person contravene the Society’s legal obligations under PIPA,
   
   (c) the employee, acting in good faith and on the basis of reasonable belief, has refused to do or stated an intention of refusing to do anything that is in contravention the Society’s legal obligations under PIPA, or
   
   (d) the Society believes that an employee will do anything described in paragraphs a-c.

15. **GSS Privacy Officer**

   (a) The Society must have a designated Privacy Officer at all times whose contact information must be available publicly (for example: on the GSS website), and on all privacy-related documents.
   
   (b) The Privacy Officer must fulfil all of the Society’s privacy-related obligations not limited to those outlined in these Guidelines and the Society’s Privacy Policy.
   
   (c) The Privacy Officer must receive the appropriate training, including training in the following:

   i. the operations of the UBC Graduate Student Society,
   
   ii. the requirements of the *BC Personal Information Protection Act,*
   
   iii. the content of these Guidelines, the Society’s Privacy Policy, the Society’s Privacy Charts, and any other applicable documents,
   
   iv. the terms of the GSS Access to Member Personal Information Memorandum of Understanding,
   
   v. requesting a webinar training session [from the BC Government](#), and obtaining certification in all of the following workshops

   1. Personal Information Protection Act (PIPA)
   2. Privacy Impact Assessments (PIAs), and
   3. Information Incidents, including Privacy Breaches

   vi. completing the [UBC Privacy & Information Security Fundamentals Training](#),

   vii. reviewing the following, and any other applicable guidelines, issued by the Office of the BC Privacy Commissioner (OIPC BC),

   1. [A Guide to B.C.’s Personal Information Protection Act](#)
   2. [Developing a Privacy Policy Under PIPA](#)
3. Guide to the Personal Information Protection Act (BC Ministry of Citizens' Services) 

viii. reviewing UBC's Encryption Guidelines,

ix. accessing legal counsel where necessary,

x. performing an annual Privacy Management Self-Assessment and other audits,

xi. conducting a Privacy Impact Assessment,

xii. responding to a privacy breach and privacy-related complaints per the protocol, and

xiii. training other employees on the Society’s obligations under PIPA.

(d) The Privacy Officer must update all GSS privacy-related practices and documents annually where necessary, including this Guideline and the GSS Privacy Policy.

(e) The Privacy Officer may contact the OPIC BC for more information on their obligations under PIPA.

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8 See Security Standard U1, supra note 2.


10 See Office of the University Counsel, “Privacy Fact Sheet: Privacy of Email Systems” (2015), online (pdf): <universitycounsel.ubc.ca/files/2015/05/Fact-Sheet-Privacy-of-Email-Systems.pdf>


12 For more information on the privacy breach protocol for UBC-affiliated information, see University of British Columbia, Office of the Chief Information Officer, “UBC Incident Response Plan”, online (pdf): <cio.ubc.ca/sites/cio.ubc.ca/files/documents/resources/UBC%20Incident%20Response%20Plan.pdf>

### Appendix XVIII.
Personal Information Complaints

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</thead>
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<tr>
<td>Your address:</td>
</tr>
<tr>
<td>Your e-mail:</td>
</tr>
</tbody>
</table>

#### Nature of Complaint
- Fee levied is inappropriate
- A time extension taken to respond to my access request is inappropriate
- No response received and no extension has been taken
- Extension has expired and no response received
- Explanation for withholding information is insufficient
- Inappropiate collection of my personal information
- Inappropriate use of my personal information
- Inappropriate disclosure of my personal information
- My personal information has not been adequately protected
- My correction request was refused without justification
- GSS did not respond openly, accurately and without delay
- Search for records not adequate

Provide the specifics/ details of your complaint below.

What resolution/remedy are you seeking?

Your Signature:  

Today’s Date:
Instructions: Attach a letter if there is not enough room on this form. Return the completed form to [email of privacy officer].
### REQUEST TO ACCESS PERSONAL INFORMATION and/or REQUEST TO CORRECT PERSONAL INFORMATION

<table>
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<th>Your name (Last, First):</th>
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</thead>
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<tr>
<td>Your address:</td>
</tr>
<tr>
<td>Your e-mail:</td>
</tr>
<tr>
<td>Access Request: Please provide details of the requested personal information.</td>
</tr>
<tr>
<td>Correction Request: Please provide details of the information to be corrected, and details as to why you think there are errors or omissions concerning your personal information.</td>
</tr>
</tbody>
</table>

| Your Signature: | Today’s Date: |

**Instructions:**
- Be specific about the type of personal information you are seeking access or correction for.
- Attach a letter if there is not enough room on this form.
- Return the completed form to [email of privacy officer].
Appendix XX: Executive Transition

The following policy describes the tasks involved in “executive transition” as well as provides EOC with a basis to determine the extent of how much transition honouraria should be offered to each executive based on completion of the tasks.

The comprehensive transitional report shall be worth (40%) of the amount of the transitional honorarium and shall include but not be limited to:

(a) a comprehensive description of each committee the Executive member sits on, including discussions of the committee’s work in the previous year and of the current items on the committee’s agenda, along with suggestions for the direction of the committee in the coming year;

(b) information about the student staff positions directly associated with the Executive member (e.g. Assistants), including information on the current roles of each staff position and suggestions for the positions in the coming year;

(c) a review of important issues that came up in the media during the previous year, including enough information to make the incoming Executive member familiar with the issues;

(d) a review of the successes and failures of projects and new initiatives of the outgoing Executive member, including suggestions for improvements; and

(e) a timeline indicating when events are to take place and by what dates tasks need to be completed.

The transitional report shall be a new document focusing on the events, achievements, and challenges of the previous year and on the outlook for the upcoming year and must not be simply a copy of a previous year’s transitional report.

The training of the incoming Executive member shall be worth (15%) of the amount of the transitional honorarium and shall include but not limited to:

(a) introduction to the staff, especially the staff members with whom the Executive member works particularly closely;

(b) familiarization of the incoming member with day-to-day tasks;

(c) attendance of both the incoming and outgoing member at no less than three (3) meetings of Standing Committees the member sits on; and

(d) for those Executive members who are also signing officers, arrangement of instruction by the Financial Controller on appropriate procedures for reviewing cheques and the related supporting documentation.

Consultation on Executive matters after the incoming Executive has taken office shall be worth (15%) of the amount of the transitional honorarium and shall include, but not be limited to, informing the incoming Executive member of any outstanding issues to be resolved and work to be completed.

Organization of the office and physical or computer files shall be worth (15%) of the amount of the transitional honorarium and shall include but not be limited to:

(a) organizing the outgoing member’s paper and computer files, including e-mail files, by the time the incoming Executive member takes office;

(b) removing all personal belongings of the outgoing Executive by the time the incoming Executive member takes office;

(c) ensuring the availability of all required access, and returning GSS equipment by the time the incoming Executive member takes office; and

(d) organize and clean the physical office space as directed by EOC.

Assisting in position reviews shall be worth (15%) of the amount of the transitional honorarium and shall include, but not be limited to, taking part in reviews for any relevant position that the incoming Executive member thinks need to be reviewed.
Appendix XXI. Human Resources Manual
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INTRODUCTION

The purpose of formalizing the Human Resources Handbook of the UBC Vancouver Graduate Student Society (GSS) is to provide a comprehensive reference document for all staff and management, ensuring consistency and improving understanding of GSS policies.

The revised contents of this handbook were approved by GSS Council on November 25, 2019 as required by the GSS Policy. This handbook is subject to modification as changes of intent, interpretation, as well as government legislation will occur periodically. These changes will be brought forward to Council for approval as they occur.

If you have any questions regarding this handbook, please feel free to ask your Supervisor or the General Manager for clarification.

For those employees whose employment is governed by a collective agreement, the provisions contained in those agreements take precedence over the provisions contained in this handbook.
1. DEFINITIONS

**Collective agreement** – A written contract of employment covering a group of employees who are represented by a trade union
**Council** – The GSS student governing body that represents and advocates on behalf of all UBC graduate students to the University, the Government, and the public
**Employee** – Any person in a paid or volunteer working relationship within the GSS
**ESA** – Employment Standards Act of BC
**Executive** - An elected student executive of the GSS
**GM** – General Manager for the GSS
**GSC** – Graduate Student Centre
**GSS** – The Graduate Student Society of UBC
**HR** – The GSS Human Resources Committee
**HF** – The GSS House Finance Committee
**Immediate family** – One’s spouse, common law spouse, child, parent, sibling, parent-in-law, brother-in-law, sister-in-law, grandparent, grandchild, aunt, uncle, niece or nephew.
**In camera** – A closed and private session
**Supervisor** – The person who holds an employee’s personnel file, and/or has authority to set work hours of subordinates
**UBC** – The University of British Columbia, Vancouver Campus
2. EMPLOYEE CATEGORIES

2.1 Full Time Regular
An employee hired to work on a full-time (thirty-five [35] or more hours per week; see section 5.2) basis in a continuing position and has passed the probationary period (see section 2.4).

2.2 Part Time Regular
An employee hired to work less than thirty-five (35) hours per week on a continuing basis. Certain benefits may be paid on a pro rata basis.

2.3 Casual
An employee hired to work irregular hours on an intermittent basis as required for the position. Benefits may be paid on a pro rata basis.

2.4 Probationary
New employees are probationary for the first three (3) months of employment, although the length of time may be reduced or extended (see section 8.2).

2.5 Sessional
An employee hired, on a recurring basis, to work full-time or part-time for the academic session only.

2.6 Contract or Term
An employee who is hired for a specific period of time with defined duties and expectations. Term employees’ entitlement to benefits will normally be limited in scope, and will be itemized within the wording of their agreement.

2.7 Volunteer
An individual who provides work or services for the GSS for no monetary exchange.
3. EMPLOYMENT EQUITY AND HUMAN RIGHTS

3.1 Employment Policy

The GSS maintains a policy of non-discrimination towards all employees and applicants for employment (see section 16). All aspects of employment with the GSS are governed by merit, competence, suitability and qualification and will not be influenced in any manner by ethnicity, ancestry, place of origin, political belief, religion, marital status, family status (including circumstances related to pregnancy), physical or mental disability, sex, sexual orientation, age or a criminal or summary conviction offence that is unrelated to the employment or intended employment of that person.

All decisions made with respect to recruitment and promotion for all positions will be made solely on the basis of individual qualifications related to bona fide occupational requirements.

3.2 Health and Safety

The GSS is committed to providing a safe and healthy environment for our employees, working in conjunction with the B.C. Workers’ Compensation Board to identify opportunities for improvement. GSS employees are encouraged to bring health and safety concerns to their Supervisor(s) or the GM so that appropriate actions can be taken.
4. HIRING PROCEDURES

4.1 Immediate Family
Nepotism will not be tolerated by the GSS. The GSS reserves the right to alter the position or responsibilities of employees who marry or who are recognized to be living in a common-law relationship.

4.2 General Hiring Procedures
This procedure applies to all positions excluding full-time and new positions.

1. The GM is notified of the need to hire the position.
2. The GM will verify if the budget exists for this position. If no budget exists, refer to section 4.3 (4) for hiring procedures.
3. The GM assembles and oversees a Hiring Team, including at least one member of HR. In addition to the GM and HR representative, up to two additional members (student, staff, or executive) may be included at the discretion of the GM.
4. The job description and details are posted for at least two weeks, including at least one internet medium that is external to UBC.
5. If hiring a non-graduate student, permission must be obtained from HR.
6. The GM will select a candidate on the recommendation of the Hiring Team and will offer the position. HR will be informed with a brief report.
7. If a consensus cannot be reached by the Hiring Team, the decision of who to hire will fall to HR. HR may elect to conduct secondary interviews if needed.

4.3 Hiring Procedure for Full Time and New Positions
The following is not applicable to 4.2.

1. The GM is notified of the need to hire a full-time position or a new position to the GSS.
2. Once notified, the GM will inform HR within five (5) business days.
3. HR will decide either to initiate hiring or dispute the need for the position.
4. If the budget for the position does not currently exist, HF will be contacted to approve an allocation of funds for the position.
5. If additional funds are required, HF must obtain approval from Council.
6. HR will strike a Hiring Team for the position consisting of at least the GM (non-voting), the Department Head or most relevant Executive, and two representatives from HR (four [4] members in total).
7. The Hiring Team will determine the hiring schedule, post the position for a minimum of two weeks (must be advertised on at least one internet job advertisement medium external to UBC), review applications, invite top candidates for interviews, conduct interviews, and make a hiring recommendation to HR.
8. HR will vote to decide who to hire and will inform the GM. Following this, an offer of employment will be extended by the GM.

4.4 Miscellaneous Considerations:

a) It is HR policy that contract renewal dates not be set over the winter holidays. Therefore, hiring of positions with annually reviewed contracts will not be conducted during December or the beginning of January.
b) It is HR policy to ensure that contracts do not end one month before, or one month after, executive transition.
c) All GSS employees must have a contract, regardless of the length of employment or
4.5 Procedures for Offering Employment

4.5.1 Offer of Employment for Employees with Valid SIN
An employee’s current employment status shall be checked before any offer is being made. Each employee must be eligible to work in Canada with a valid Social Insurance Number (SIN).

4.5.2 Offer of Employment for Employees without a Valid SIN
If the employee does not have a SIN, the GSS can provide a job offer letter which can be used to apply for a SIN through Human Resources Development Canada. The job offer letter should be drafted by HR, and should be signed by two of the signing officers.

4.5.3 International Applicants
If the employee is not a permanent resident of Canada, a copy of a supporting document such as Study Permit, and/or Work Permit shall be required and filed together with the other related documents (e.g. contract, statement of confidentiality).

4.5.4 Payroll Processing Forms
Forms needed for payroll purposes shall be filled by the employee and submitted to the Office Manager for processing.

4.6 Confidentiality Agreement
All GSS employees and executive members shall agree to and sign a statement of privacy and confidentiality. These statements will be kept by the GM and a copy will be provided to the employee.
5. HOURS OF WORK

5.1 Hours per Week

The scheduled work week for full-time regular employees shall be no less than thirty-five (35) hours and no more than forty (40) hours. For part-time regular employees, scheduled hours shall be less than thirty-five (35) hours per week.

5.2 Lunch and Coffee Breaks

Employees working a full day (seven [7] hours) are entitled to two (2) paid fifteen (15) minute coffee breaks. Employees are entitled to an unpaid meal break which can vary between a minimum of thirty (30) minutes and a maximum of sixty (60) minutes (see the ESA for details). It is the responsibility of the employee to work with their Manager to ensure these breaks are taken.

If working overtime (see section 5.3), the employee is entitled to a half (0.5) hour paid meal period after working two (2) hours beyond the regular seven hour shift.

5.3 Overtime

Full-time staff (see section 2.1) are compensated at an annual salary and therefore are not eligible for overtime pay unless specifically approved by the General Manager. They employee may be asked to work hours outside of the regular work day may occur on occasion. Work hours in these situations will be based on a flextime arrangement (see section 5.4).

For employees eligible for overtime pay, the GSS follows the overtime provisions of the ESA. Flextime in lieu of overtime pay may be granted by an employee’s Supervisor; however there is no obligation to utilize this option for either party.

5.4 Flextime

When an alteration in work schedule is required for an employee to fulfill an essential task outside of regular office hours, the GSS will accommodate the alteration as flextime. Flextime is a scheduling arrangement that permits variations in an employee’s starting and departure times, but does not change the total number of hours worked in a month. At the GSS, all flextime must be approved by the employee’s direct supervisor. The GSS encourages all employees accumulating flextime to utilize flextime within twenty-four (24) hours where appropriate. All accumulated flextime must be used within the month it is accrued in order to maintain the total hours of compensated time within that month. It is the responsibility of the employee to log flextime with the Office Manager, unless it will be used within 24 hours and a supervisor has been informed. If a separate flextime agreement has been developed and approved by an employee and the GSS, that agreement will supersede these guidelines.
6. LEAVE/TIME OFF
The following only applies to full-time regular employees.

6.1 Sick Leave
Employees are entitled to twelve (12) sick days per year with full pay. Sick leave is available only to full-time employees who have been in employment for longer than three (3) months. The maximum carryover of sick days is six (6) per contract year, to a maximum accumulation of seventy-five (75) days. If the GM requests in writing a medical certificate within fifteen (15) days of an employee’s return to work, the employee must provide one.

6.2 Excess Sick Leave Needed
In the event an employee requires more sick leave than they have accrued, they may draw from the remaining entitlement for the current year. Any additional time may be covered through leave of absence (see section 6.7) or the medical benefits of the Employment Insurance Sickness Benefits. Details are available through the Supervisor or GM.

6.3 Family Responsibility Leave
Family responsibility leave is presently an allowance of three (3) days on full pay per year, and if the employee does not utilize the family responsibility leave during any one (1) year, then any part of the allowance remaining at the end of the year is forfeited and is not carried over to the next year. Family responsibility leave is available only to full-time employees following probation (see sections 2.4 and 8.2). Family responsibility leave may be used when the employee’s child is born, when the employee’s child is sick, or upon the death of a member of the employee’s immediate family. If an employee’s child is sick, the employee may use their own sick leave in addition to family responsibility leave as required. An employee is entitled to take family responsibility leave as a half (0.5) day, if that is all that is required. The GM may ask for proof of the incident for which the family responsibility leave is sought, such as a medical certificate or death certificate. Employees shall be allowed paid leave of up to half (0.5) a working day for the purposes of attending weddings of immediate family under the terms of the Family Responsibility Leave provisions of their benefit package. Family responsibility leave may not be claimed for any reason other than the reasons stated above.

6.4 Medical and Dental Appointments
It is requested that employees make every effort to minimize time away from work for medical or dental appointments by scheduling them during periods of time off or ensuring that the appointment is at the beginning or the end of the day. Employees may take up to four (4) hours in any one (1) month calendar period for these appointments with pay. Time in excess shall be deducted from the employee’s sick leave entitlement. The GSS requires at least five (5) working days of notice of non-emergency appointments.

6.5 Leave of Absence
Following one year of continuous employment, a leave of absence without pay of up to three (3) months may be granted for personal reasons provided that such leave shall not interfere with the operation of the department. The leave may be extended for a further two (2) months with the approval of the GM.

Please note that the GSS cannot guarantee the availability of an employee’s specific position if they choose to take extended leave of absence. If the employee’s position is no longer available, the GSS will make every effort to place the person in a comparable position upon their return to
work.

6.6 Jury Duty
The GSS believes that all employees should serve their community if asked, and should not have to suffer financial hardship if they do so. Full-time regular employees called for jury duty shall be paid for the difference between the amount paid to them for jury service and the amount they would have earned had they worked for the GSS on such days. Proof of jury duty financial payment may be requested prior to the GSS reimbursement.

6.7 Parental Leave
Through provisions in the ESA and the Employment Insurance Act of Canada, an employee shall be entitled to up to fifty (50) weeks leave without pay for Maternity and Paternity Leave. This includes employees who are adopting a child. Provisions in the Employment Insurance Act allow the employee to apply for EI benefits during this period. Details are available through the GSS payroll office, through a Canada Employment Insurance Office, or on-line.

The GSS requests a minimum of two (2) weeks of notice of the employee’s intended date of return to work. Upon return to work, the employee shall return to their position or a comparable one with all increments and benefits to which they would have been entitled had the leave not taken place.

Benefits coverage will be maintained during the period of parental leave for those benefits where the premiums are 100% paid for by the GSS. For benefits where the employee is responsible for some or all of the premiums, the employee may elect to pay their portion and have those benefits maintained as well.

6.8 Voting Time
Section 74 of the British Columbia Election Act establishes that any employee who is eligible to vote is entitled to have four (4) consecutive hours free from employment during voting hours on General Voting Day (8 a.m. to 8 p.m., Pacific Time) for the purpose of voting. If the employee’s scheduled hours already provide four (4) consecutive hours free from employment, the employee is not entitled to time off for voting.
7. VACATION

The following only applies to full-time regular employees. Other categories of employees are entitled to vacation pay equal to 4% of earnings or as defined in the employment agreement. The GM can provide clarification if required.

7.1 Paid Vacation Benefit

Employees shall receive a vacation benefit as follows:
- Two (2) weeks (ten [10] working days) from the beginning of employment (after fulfillment of the probationary period) to three (3) years of employment;
- Three (3) weeks (fifteen [15] working days) from four (4) to six (6) years of employment;
- Four (4) weeks (twenty [20] working days) from seven (7) or more years of employment.

If there are any differences between vacation benefit in this section and the employee’s written agreement/contract, the benefit in the agreement/contract shall take priority.

7.2 Employment Year

For purposes of vacation benefit/entitlement, the employment year follows the calendar year from January 1 to December 31. Vacation benefit increment steps (as per 7.1 above) accrue in the calendar year the actual anniversary date of employment is reached.

7.3 Carrying Over

An employee may not carry over unused vacation days from the pool of vacation days allotted by the ESA. This entitlement is as follows:
- Two (2) weeks (ten [10] working days) of vacation per year, after twelve (12) consecutive months of employment; and
- Three (3) weeks (fifteen [15] working days) of vacation per year, after five (5) consecutive years of employment.

Under the ESA, employees must take their minimum annual vacation as time off from work. Employees are therefore not allowed to waive their entitlement to the ESA vacation or be paid out for untaken vacation.

Vacation days provided by the GSS in excess of those allotted under the ESA must be used within twelve (12) months of the year they were earned or they will be forfeited.

Example 1. If an employee has worked for less than a year, they may carry over the ten vacation days provided by the GSS for up to twelve months, as these days are in excess to those provided under the ESA (zero for less than one year of employment).

Example 2. If an employee has worked over seven years at the GSS, they may carry over (for up to twelve months) the five vacation days that are in excess to the fifteen provided under the ESA.

7.4 Probationary Period

Employees may not take vacation during their probationary period.

7.5 Separation

Employees who resign or are terminated will be paid out for any unused vacation entitlement at their current rate of pay. Conversely, vacation days taken but not yet earned will be deducted from
7.6 Statutory Holidays

If a statutory holiday falls within a vacation period, the employee will be paid for the statutory holiday, or be permitted to add an extra day in addition to their vacation period and the day will not be charged against the vacation entitlement. Statutory holiday provisions are further covered under the provisions of the ESA.

The GSS observes the following holidays:

- New Year's Day
- Victoria Day
- Labour Day
- Christmas Day
- Good Friday
- Canada Day
- Thanksgiving Day
- Family Day
- Easter Monday
- British Columbia Day
- Remembrance Day

Employees required to work on a Statutory Holiday will be paid at two and a half times (2.5) their regular wage for all hours worked. Alternately, the employee may choose to be paid at time and a half (1.5) and to take a day off with pay at a mutually agreed upon later date.
8. PERFORMANCE REVIEW

8.1 Annual Performance Review
Employees may expect two performance reviews per annum. The schedule and format for the annual reviews will be determined by the GM after consideration of the input provided by the employee. The performance review is conducted by the GM, who then reports to HR. HR is responsible for reporting (in camera) on review processes to Council twice annually, once in February and again in August.

The GM shall seek the employee’s input regarding the schedule and format of the annual reviews on the first week of the fiscal year and will inform the staff of performance issues two (2) weeks after this consultation. Salary adjustments will occur under the guidelines set in section 10.1.

8.2 Probationary Review
New employees should expect a performance review at the mid-point of their probationary period in order to have an opportunity to discuss their work experience to date, seek support or advice with respect to their work responsibilities, and feedback from their supervisor. If either party has concerns, the performance review interview allows for a formal venue to discuss and resolve the issues.

Typically, the probation period is three (3) months. The probationary period applies to all newly hired employees. A similar process is followed for those who are promoted or transferred to a new position (training period; see section 8.3). Circumstances might justify an extension or waiver of the probationary period, but this must be approved by the Hiring Team (see section 4.2 & 4.3) for that position.

8.3 Training Period
When an employee is promoted or their position is reclassified to a higher level, there will be a training period equivalent to the employee probationary period. At the midpoint of the training period, the employee’s performance will be evaluated by the GM who will either confirm the employee in the new position, or if the performance is unsatisfactory they may be returned to their previous position or one of equal classification.
9. PROBLEM RESOLUTION

9.1 Unsatisfactory Performance
The GSS aims to have an open working environment. It is recognized that from time to time there may be dissatisfaction or perceived inequities in the workplace and all employees are encouraged to discuss these with their Supervisor. Unresolved situations should be brought to the attention of the GM.

It is expected that all employees will perform their duties in a manner that meets the professional expectations of the GSS and their Supervisor, as outlined in their contract. If their performance is not satisfactory, the reasons for the dissatisfaction will be discussed.

If the performance problem continues or a significant incident occurs, the employee may be subject to corrective discipline. The disciplinary process may include any combination of verbal or written warnings, with serious offenses handled through probation, suspension, or termination of employment.

9.2 Discipline
Discipline is a responsibility of the GM and will be carried out at his/her discretion.

9.3 Separation
Termination of any permanent employee is a serious step and must have the approval of the GM and HR. If the GM and HR approve the termination (passed by majority of the committee), it must be brought to Council for an in camera discussion. Prior communications of this step will be limited to the President of the GSS due to the sensitive nature of the situation.

9.3.1 Exit Interview
In order to assist the GSS in the process of continuous improvement of our working environment, employees who voluntarily leave the GSS may be asked to fill out an exit interview form to be submitted to their Supervisor or Manager.

9.3.2 Final Payment
Prior to receiving their final cheque, the employee must return all company property including but not limited to keys, parking passes, and pay any monies owed to the GSS.

9.3.4 GSS Property
All records, files, data, resource material, supplies or equipment made by or acquired by an employee within the scope of their employment with GSS shall be and remain the property of the GSS and may not be removed without the permission of the GM. Employees will return all equipment, including keys, to the GSS upon termination of their employment.

9.3.5 Terminations
Termination of employment may result if there is a failure on the part of the employee to improve their performance, there is an understanding that the employee is not capable of improvement, or if there is a serious breach of commonly accepted ethical behaviour or law. Termination may also occur when there is a position redundancy or a decrease in revenue. Notice and severance conditions will vary with each situation, but broadly fall under one of the following categories:

- No notice or severance
For employees who are terminated for Just Cause, no severance will be considered.

- **Reasonable notice**
  - For employees who have been terminated for lack of work or for reasons other than Just Cause, the GSS will provide reasonable notice and severance pay. The amount will vary depending on these circumstances but will always be equal to or above the entitled amount prescribed by the ESA.

- **Collective Agreement**
For employees covered under the terms of a Collective Agreement, notice and/or severance will be in accordance with the provisions of the Agreement.
10. SALARIES

It is the intent of the GSS that all employees receive equitable compensation. Every effort will be made to ensure that position responsibilities are recognized in comparison with other positions within the GSS while also competitive with industry standards for similar positions in similar organizations. Employees will receive their pay on a semi-monthly basis (7th and 22nd of each month, for the pay periods of 1st – 15th, and 16th – 31st, respectively) either through direct deposit or by cheque. If the pay date occurs on a weekend or holiday, the pay will be issued ahead of the pay date except for the last pay period of the calendar year (Dec. 16th – 31st), when the pay date is Dec. 31st (there is no payment on Jan. 7th of the next year).

10.1 Process for Salary Increases (Full Time Employees)

1. HF budgets for a maximum 3% increase in salary per position each year. When finances are constrained, the salary increase for any given year may be set to 0%.
2. At the anniversary of employment, and following the performance review procedure (as described in Section 8), the GM may propose a salary increase to HR. All salary increases must be approved by HR. The salary increase will reflect the outcome of the performance review of the employee, within budgetary restrictions.
3. Any salary increase will abide by the salary terms defined in the contract for each position.

10.2 Process for Determining Salary (All Part-Time Employees)

Salaries for all part-time employees will be set based on the tasks performed, as described by the following Tier system:

<table>
<thead>
<tr>
<th>Tier</th>
<th>Description</th>
<th>Example Positions</th>
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<tbody>
<tr>
<td>1</td>
<td>Involves routine tasks of limited complexity, with any necessary training provided on-the-job; the employee is only required to exercise limited judgement and make infrequent low impact decisions.</td>
<td>Event Production Assistant (EPA)</td>
</tr>
<tr>
<td>2</td>
<td>Involves office or library support tasks such as entering data, keeping records, or assisting with creating reports.</td>
<td>-</td>
</tr>
<tr>
<td>3</td>
<td>Involves performing routine tasks of moderate complexity which fall within well-defined guidelines but typically require previous experience, exercising initiative, and some judgment, such as performing literature searches, student service and outreach activities, or assisting in marketing or website maintenance.</td>
<td>Online Communication Assistant, Peer Support Specialist, Advocacy Coordinator</td>
</tr>
<tr>
<td>4</td>
<td>Involves duties that require extensive knowledge of a discipline, such as statistical analysis, writing reports and interviewing, or coordinating communications strategies. Can exercise judgment and make decisions with little guidance.</td>
<td>Policy Assistant, Digital Communications Coordinator, Survey Coordinator</td>
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HR shall revise the base hourly wages for each tier every month of August in consultation with HF and considering the rates of the Work Learn program. To maintain internal equity of compensation in the organization, wages for positions within each tier should be equal. The new rates shall become effective September 1st.

The base hourly wage is subject to bonuses as determined by HR.
11. TRAVEL EXPENSES

Employees may incur and be reimbursed for justifiable travel expenses while involved in GSS business. Expense claims require the original receipts and must be submitted within sixty (60) days of the occurrence of the expense. The use of credit card statements should be avoided except as a supplement to the original receipt. The intention is that no employee should pay out of pocket through the normal course of conducting business on behalf of the GSS. Every effort should be made by the employee not to incur undue expenses on the GSS.

11.1 Car Mileage

Mileage claims should be submitted as an expense and approved by the General Manager. Employees are expected to car pool when possible. Employees should record the mileage from the regular workplace to the destination, unless their residence is closer. Employees who use their own vehicle for approved GSS business will be reimbursed per kilometer travelled at the current rate. The current rate may be obtained from the GSS Administration Office.

When trips are made from to and from the destination during the day, 100% of the mileage should be claimed. When trips are made on the way to the GSS or on the way home from the GSS, to a destination that causes the person to go out of their way, only the mileage of the detour should be claimed. When the destination for the day that is the equivalent of going to the office or less, no claim should be made.

11.2 Out of Town Air Fares and Accommodation

If an employee must fly out of town and/or requires accommodation out of town for the purpose of GSS business, bookings and arrangements will be handled at the discretion of the GSS Executives.

11.3 Out of Town Meals

Up to $60 (CAD), or $60 (USD) in the States, per day may be claimed for meal expenses. Receipts should be submitted with the expense sheet, and must agree with the date and time of departure and return. If meals are included in event/travel plans, reimbursement for meals may not be allowed. Liquor is not an allowable expense.

11.4 Tipping

Tipping is appropriate where it is customary. Tipping expenses more than 18% will not be covered by the GSS.

11.5 Out of Town Long Distance Calls

Employees are expected to use a phone card.

11.6 Out of Town Ground Transportation

Employees are expected to utilize the most economical method of ground transportation. If a rental car is the most appropriate option, employees should use the following guidelines:

- Minimize cost by researching rates of available rental companies and car models
- The rental should include unlimited mileage (the GSS does not pay for rental car mileage)
11.7 Parking Fees
When attending meetings on behalf of the GSS, or staying at hotels with pay parking, parking fees will be reimbursed by the GSS up to $15 per day. Employees are expected to research and utilize the most economical parking available. Valet parking services are not permitted.

11.8 Traffic Fines
GSS does not endorse speeding, illegal parking, or other traffic infractions. Any tickets, violations or fines received during the course of GSS business are solely the responsibility of the employee.

11.9 Conferences
Conference budgets should be approved by the GSS Executive, with prior consultation of the GM.
12. COURSE FEE SUBSIDY

The GSS encourages its full-time regular employees to pursue additional training or higher levels of education that will enhance their ability to perform their current jobs and/or prepare them for positions of greater responsibility.

Upon successful completion of an approved course, the GSS will reimburse the employee for up to 100% of the cost of tuition, course related texts, and examination fees (receipts required). It will be outlined in individual contracts as to the total amount an employee can claim per period. The total amount will be defined by HF. Please note that reimbursement does not apply to equipment, student fees, thesis filing fees, publication costs, supplemental courses/examinations, and graduation fees.

Written approval must be given by the HR on the recommendation of the GM prior to registration and the course fee receipts must be submitted within three (3) months of completion to qualify for the subsidy.

The tuition subsidy is provided in recognition of the fact that additional training will benefit both the employee and the GSS; therefore, if the employee resigns within one (1) year of completion of the subsidized course, they must reimburse the GSS for part of the tuition subsidy. The amount of the reimbursement will depend on when the employee resigns within the year after completion of the course. For example, if the employee resigns eight (8) months (or two thirds of a year) after completion of the course, they must reimburse the GSS for one third (1/3) of the cost. If the employee resigns three months (or one quarter of a year) after completion of the course, they must reimburse the GSS for three quarters (3/4) of the cost.
13. MISCELLANEOUS

13.1 Confidentiality
All business and personnel matters of the GSS shall be held in confidence by all employees. All GSS personnel and Executives need to sign a Confidentiality Agreement. The GSS is committed to the confidentiality of personal information in compliance with the B.C. Personal Information Protection Act (PIPA).

13.2 Employee Records
All personnel records are confidential and will be handled in a secure manner. Employees have the right to review their personal file within a reasonable period of their request. Information from an employee’s personal file will not be provided to any third party unless prior written approval is received from the employee. Personal information will only be used for the purposes of the employment relationship and any other use will not be permitted without expressed prior consent of the employee.

13.3 Office Security
Although the building is secured, the premises are also open to the public for extended hours and the GSS cannot be held responsible for the security of employees’ personal belongings. Employees are encouraged to keep personal effects in a locked secure location.

13.4 Picket Lines
There will be no retribution for employees who fail to report to work because they will not cross a picket line, however the employee must advise the GM of their decision. Note that this time will be considered leave without pay, but the employee may charge this time against their vacation entitlement if they so choose.

13.5 Media

13.5.1 General Protocol
The GSS President is the spokesperson for the GSS. The President represents the Society and is responsible for accurate and consistent messaging. The GSS President is the only person who will speak to the media unless the President designates a VP to act as the spokesperson on a specific issue.

The Communications and Marketing Director works with the President and is responsible for all media inquiries, interview requests, coordination of interview times and locations, supervising the media while on site, as well as follow-up with the media once an interview has been granted. Every media request shall be vetted through the GSS President and the Communications and Marketing Director.

If an employee is contacted by the media, the employee should inform the media that the GSS President is the spokesperson for the Society. The employee should ask for the reporter’s deadline and interview questions, then forward the information to the GSS President (president@gss.ubc.ca) as well as the Communications and Marketing Director (communications@gss.ubc.ca). Note: there is no such thing as an “off-the-record” conversation. Once you speak to a reporter, you are being interviewed.
13.6. CONFLICT OF INTEREST

All employees are expected to avoid situations that would result in, or give the appearance of, a conflict between their personal interests and the interests of the GSS. A conflict exists where personal gain could be affected by virtue of the employee's knowledge or position. Employees should disclose details of potential conflict situations to their Supervisor or the GM.

Employees must not seek or use privileged/confidential GSS information for any purpose that is not related to work responsibilities.

13.6.1 Gifts and Other Complimentary Items

Employees shall not accept any gift or hospitality of material value (i.e. services free of charge) offered to them by suppliers, manufacturers, agents or any other party by virtue of the employee's position within the GSS. Employees may exchange token gifts as part of business protocol, or the normal exchange of gifts between friends. Gifts may be accepted on behalf of the GSS if those gifts are to be used as a prize where all employees (including the one accepting the gift) would be eligible to win.

When gifts or gratuities outside those permissible are received, the employee must declare such to their Supervisor or the GM at the earliest opportunity. The Supervisor or the GM will determine the appropriate response, which could mean return or other disposition of the gift. If there is any ambiguity, refer the situation to the GM.

13.6.2 Outside Employment

Employees may enter another employment relationship (paid or unpaid) and/or manage a business provided that:

   a. It does not interfere with their duties as a GSS employee;
   b. It does not bring the GSS into disrepute;
   c. The employee does not derive an advantage from their GSS employment;
   d. It is not conducted or performed in a way that appears to be an official act or to represent GSS policy or opinion;
   e. It does not involve the use of GSS premises, services, equipment, information, or supplies to which they have access by virtue of their GSS employment;

*Note: Employees shall notify their Supervisor or the GM of other employment to ensure that there is neither apparent nor perceived conflict of interest as a result of outside employment.*
14. PERSONAL CONDUCT

The GSS expects all employees to display good judgment, diplomacy, and courtesy when interacting with co-workers, students, suppliers, and the public. We trust that employees will govern themselves accordingly with respect to personal presentation.

14.1 Service Standards
The GSS is committed to providing excellent service to all those we serve and interact with. This is the responsibility of all GSS employees. GSS employees are expected to be professional, approachable, and friendly in all communications with UBC students, faculty, staff, guests, and other GSS employees.

14.2 Absence and Lateness Reporting
In consideration of their fellow employees and the GSS, it is the employee’s responsibility to contact their manager and any relevant colleagues as soon as possible if they are unable to report to work or if they will be late.

14.3 Severe Weather
The GSC will remain open and maintain regular business hours during severe weather, even if classes are cancelled, unless there is a power outage or the University declares the entire campus closed (see 14.4). If it is impossible for an employee to make it in to work, they may utilize a vacation day, flextime, personal leave, or leave without pay, in lieu of working; however they must notify their Supervisor or GM by telephone or email.

In cases where severe weather starts during the day and their department remains open, employees may request to leave early. Permission to leave is at the GM’s discretion. The time may be charged against flextime, vacation, personal leave, or leave without pay.

14.4 Power Outages and Closed Campus
In the event of a power outage or if the University declares the entire campus closed, the GSC will not be opened and employees are not expected to come to work. As soon as management is aware of such a condition, an email will be sent out to all employees. The timing of these messages is dependent on when the information is received. Employees may charge the time against flextime, vacation, personal leave, or leave without pay.

14.5 Telephone Use
Personal telephone calls shall be limited to break times only and should not be accepted or placed during paid working hours.

14.6 Smoking Policy
Smoking is not permitted in the GSC or within 6 meters of entrances, doors, open windows or air intakes. All cigarettes should be properly disposed of.
15. RESPONSIBLE USE OF COMPUTERS

When using GSS computers, all GSS employees are expected to conduct themselves in accordance with UBC’s policy for appropriate use.

15.2 Computer Software

There shall not be unauthorized duplication or downloading of copyrighted software. All software installed on the GSS’s computers must be approved by the Systems Administrator.

No personal use software, including personally developed programming, is to be installed on any GSS computer without the knowledge and approval of the Systems Administrator.

Employees, appointees, and elected officials shall not knowingly install, download, or forward a virus, spyware, malware or malicious code for any purpose.

Other prohibited activities include but are not limited to:

a) Logging into an e-mail address that the person is not expressly authorized to access;
b) Falsifying header information or user identification information, or otherwise impersonating another user;
c) Using the GSS e-mail system to create or distribute any disruptive or offensive material, including illegal, abusive, indecent, defamatory, obscene or menacing materials;
d) Using the GSS e-mail system in breach of confidence, copyright or privacy rights;
e) Initiating or forwarding chain letters, pyramid schemes, hoaxes, joke emails, unsolicited mail, or emails containing malicious code.

Note: Virus warning emails should be approved by the Systems Administrator before sending.

15.3 Computer Hardware

The acquisition of any computer hardware must be processed through the GSS Systems Administrator to ensure compatibility with our system. Equipment not owned by the GSS is not to be installed on the network without the express permission of the Society’s IT Department.

Any remote access to GSS IT resources must be approved by the GSS Systems Administrator.

15.4 Electronic Communication

Employees and elected officials shall exercise caution in the wording and content of their e-mail messages because such messages can have the same effect and permanence as messages on paper. Employees and elected officials shall make every effort to ensure that their own personal reputations and the reputation of the GSS are not compromised through careless or inappropriate statements.

Although permitted by law, the GSS shall not monitor the e-mail or files of employees or elected officials without their knowledge, except in very unusual circumstances including, but are not limited to: suspected criminal activity, excessive attachment size or server space, virus infection,
etc.

Any incoming or outgoing e-mail message which is suspected of containing a virus or malicious attachment, over-size attachment or which could be detrimental to the system in some fashion may be isolated for inspection. The message will be released by the Systems Administrator to the intended recipient only after it is determined to be risk free to both the GSS’s computer system and related external systems. To minimize the exposure of the computer system to viruses and to protect the integrity and stability of the system, employees, appointees, and elected officials shall exercise caution when opening attachments from unknown or unexpected sources.
16. DISCRIMINATION AND HARRASSMENT

16.1 Introduction

I. Discrimination means unfair or differential treatment of an individual or group, whether intentional or unintentional, on the basis of one or more prohibited grounds. These grounds include but are not limited to those contained in the B.C. Human Rights Code and are: race, colour, ancestry, place of origin, ethnic origin, citizenship, creed, gender, gender identity, sex, sexual orientation, marital status, family status, physical or mental disability, religion, union membership, union activities, political activities, age, conviction of a criminal or summary conviction offence that is unrelated to the employment or the intended employment of that person.

II. Harassment is defined as any physical, visual or verbal conduct, whether intended or unintended, that is either unsolicited or ought reasonably to be known to be unwelcome, which denies individual dignity and/or respect based upon any of the prohibited grounds enumerated above. It is any behaviour by any person in the workplace that is directed at, or is offensive to, an employee or endangers an employee, undermines the performance of that job, or threatens the economic livelihood of the employee. Unwanted or unwelcome in this context means any action which the harasser knows or ought reasonably to know is not desired by the victim of the harassment. It may be one incident or a series of incidents depending upon the context. It can happen on or off campus and during working and meeting hours or not.
   a. Harassment may also include comments or conduct which create a hostile, intimidating or offensive environment; it may be directed at specific individuals or groups.
   b. Workplace harassment includes personal and sexual harassment.
   c. Examples of harassment include but are not limited to:
      i. Threats, made or perceived, based on any of the prohibited grounds enumerated in this policy;
      ii. Written or verbal communication, or gestures of a derogatory nature (e.g. name-calling, slurs, taunting pictures or posters, graffiti) that relate to any of the prohibited grounds enumerated in this policy;
      iii. Application of stereotypes or generalization based on any of the prohibited grounds enumerated in this policy.

I. Sexual Harassment is defined as unwelcome conduct, which is sexual in nature, that may detrimentally affect the work environment or lead to adverse job-related consequences for the victim of the harassment. The determination as to what constitutes sexual harassment is to be viewed from the perspective of the complainant and not the intention of the alleged harasser. Examples of sexual harassment include, but are not limited to:
   - Remarks, jokes, innuendoes, or other comments regarding someone's body, appearance, physical or sexual characteristics or clothing, leering, ogling or other gestures;
   - Displaying sexually offensive or derogatory pictures, cartoons or other material;
   - Persistent unwelcome invitations or requests
   - Unwelcome questions or sharing of information regarding a person's sexuality, sexual activity or sexual orientation;
   - Conduct or comments intended to or having the effect of, creating an intimidating, hostile or offensive environment, or unreasonably interfering with an individual's work performance;
- When submission to such conduct is made (either explicitly or implicitly) a term or condition of an individual's employment or status at the GSS;
- When submission to or rejection of such conduct by an individual is used as the basis for decisions affecting that individual.

II. Personal Harassment is harassment, workplace bullying or discrimination based upon personal characteristics or circumstances that are unrelated to a person’s ability to do the job.

16.2 Confidentiality
All parties involved in a harassment complaint must maintain confidentiality of all information relating to the complaint.

I. All information regarding a complaint is to be treated in confidence. Information that must be shared will only be disclosed on a need to know basis.

II. Any allegation or complaint of discrimination, harassment or sexual harassment will be considered personal information supplied in confidence pursuant to the relevant section of the Personal Protection and Privacy Act. The Act entitles a complainant to confidentiality of both their name and the substance of the complaint. The name of the complainant or the circumstances of the complaint will not be disclosed to any person except where disclosure is necessary for the purpose of investigating the complaint.

III. The substance of investigative reports and the substance of meetings held by those in authority to a decision on what to do about a complaint, regardless of whether it is substantiated, will be protected from disclosure to third parties in accordance with the Act.

16.3 Prevention and procedure for dealing with complaints
The GSS and its committees, ad hoc committees and task forces provide both informal and formal means for submitting and responding to harassment complaints. Informal complaints are considered to be as serious as formal complaints.

This policy outlines a procedure for dealing with complaints. Certain officers and employees of the Society are named in this process, however it is recognized that those named people could be involved in a complaint, or unavailable. Should they be involved in the complaint, or be unavailable, the complainant shall bring their concern to next person in the chain of command.

For example, should the General Manager be involved in the complaint, the complainant shall take their concern to the President. Should the GSS President or a Committee Chair be involved in the complaint, the complainant shall take their concern to another executive member and the Executive Oversight Committee.

16.3.1 Prevention and Informal Resolution
The GM, Supervisors, or GSS Executives are expected to intervene when there are situations involving potential discrimination or harassment and to deal with inappropriate actions of their employees and/or members.

If possible, employees or members should attempt to resolve the conflict between themselves. If the conflict is not resolved, the complaint may be advanced to the next step.
16.3.2 Mediation
With the assistance of HR, the complainant shall have the option to participate in voluntary mediation, up to the point that a formal complaint is initiated.

16.3.3 Informal Complaints
The Supervisor and/or GM shall make reasonable efforts to resolve the conflict in a manner that satisfies all parties within two (2) working days. If the conflict is not resolved satisfactorily at this stage, the complainant may make a written complaint, initiate a formal complaint, or seek mediation, at the complainant’s option.

I. Committees
   (a) The members in conflict will make an informal complaint to the Committee Chair or member Executive, (or HR), who will make reasonable efforts to resolve the conflict in a manner that satisfies all parties within two (2) working days. If the conflict is not resolved satisfactorily at this stage, the complainant may make a written complaint, initiate a formal complaint, or seek mediation, at the complainant’s option.

II. Employees
   (b) The employees in conflict may make an informal complaint to their immediate Supervisor or the GM.

16.3.4 Written Complaints
I. Committees
   (a) Each party shall provide the President with a written summary of the conflict, along with desired outcomes within two (2) working days of the initiation of a written complaint by the complainant. The President or designate shall, within two (2) working days of receiving the complaint, issue a written decision to bring an end to the conflict. If either party is not satisfied with the President or designate at that point, then either party can advance their complaint to the formal process.

II. Employees
   (b) Each party shall provide the GM with a written summary of the conflict, along with desired outcomes within two (2) working days of the initiation of a written complaint by the complainant. The GM shall, within two (2) working days of receiving the complaint, issue a written decision to bring an end to the conflict. If either party is not satisfied with the GM’s decision at that point, then the employee(s) can advance their complaint to the formal process.
16.3.5 Formal Complaints

I. Committees
A Committee member who believes they have a complaint about discrimination and/or harassment under any prohibited ground enumerated in this policy may launch a formal complaint. The member can request that an investigation be initiated by submitting a formal letter to the President or other person designated.

The President or designate, a GSS Executive and HR must be briefed in writing and shall determine whether the allegations on which the complaint is based would fall within the definition of discrimination, harassment or sexual harassment as set out in this policy within seven (7) working days of the receipt of the complainant’s formal written submission. If any of the above named are involved in the complaint, their place will be taken by another person by mutual consent of the complainant and the President.

If the President or designate, a GSS Executive and HR find that the allegations would not constitute a violation of this policy, they may decide not to investigate and will inform the complainant of this decision in writing within seven (7) working days of the receipt of the complainant’s formal written submission.

The President or designate, a GSS Executive and HR will notify the respondent of the complaint and of the request for an investigation and provide the respondent with a detailed account of the allegations in writing within seven (7) working days of the receipt of the complainant’s formal written submission. An individual accused of discrimination or harassment will be entitled to respond in writing to the complaint within seven (7) working days of receiving it and may wish to offer their perspectives regarding the allegations and/or present a proposal for resolution.

The President or designate, a GSS Executive and HR will investigate the complaint and take such steps as may be required to resolve the matter. Following investigation, the complainant and respondent(s) will be advised of the outcome in writing within five (5) working days.

The formal written complaint, respondent’s submission, and investigation process, including final notification of the parties in writing shall take no longer than nineteen (19) working days.

No documentation of unsubstantiated discrimination, harassment or sexual harassment will be maintained in GSS files. Proven allegations of discrimination, harassment or sexual harassment, including disciplinary action taken, shall be documented shall be kept by the President.

II. Employees and Volunteers
An employee who believes that they have a complaint about discrimination and/or harassment under this policy may lodge a formal complaint. The employee can request, to their Supervisor (or other appropriate person) by submitting a formal written submission, that an investigation be initiated.

The Supervisor, GM and/or HR must be briefed in writing and will determine whether the allegations on which the complaint is based would fall within the definition of
discrimination, harassment or sexual harassment as set out in this policy within seven (7) working days of the receipt of the complainant’s formal written submission.

If any of the above named are involved in the complaint, their place will be taken by another person, by mutual consent of the complainant and the President.

If, in the opinion of the Supervisor, the President, and the HR Committee, the allegations would not constitute a violation of this policy, they may decide not to investigate and will inform the complainant of this decision in writing within seven (7) working days of the receipt of the complainant’s formal written submission.

The Supervisor, the President and HR will notify the respondent of the complaint and of the request for an investigation and provide the respondent with a detailed account of the allegations in writing within seven (7) working days of the receipt of the complainant’s formal written submission.

An individual accused of discrimination or harassment will be entitled to respond in writing to the complaint within seven (7) working days of receiving it and may wish to offer their perspectives regarding the allegations and/or present a proposal for resolution.

The President and HR will investigate the complaint and take such steps as may be required to resolve the matter. Following investigation, the complainant and respondent(s) will be advised of the outcome in writing within five (5) working days.

The formal written complaint, respondent’s submission, and investigation process, including final notification of the parties in writing shall take no longer than nineteen (19) working days.

No documentation of unsubstantiated discrimination, harassment or sexual harassment will be maintained in individual personnel files. Proven allegations of discrimination, harassment or sexual harassment, including disciplinary action taken, shall be documented and form part of the employee’s permanent record, and copies of confirmed complaints shall be kept in the employee’s personnel file.

III. Appeal

Employees may appeal to a mediator or an arbitrator.
16.4 Penalties and Discipline

I. Committees
   If a Committee member is found to have engaged in harassment under this policy, they
   may be subject to penalties as determined by the GSS President, the Committee chair,
   and HR.

II. Employees
   If an employee is found guilty of harassment, the following disciplinary actions may be
   taken as appropriate:
   a. verbal warning,
   b. written warning,
   c. suspension with pay,
   d. suspension without pay for up to ten (10) working days, and/or
   e. termination.

   Educational opportunities are offered to employees who are found guilty of harassment.

16.4.1 No Retaliation
   Any interference with the conduct of an investigation, or retaliation against a complainant,
   respondent or witness, may itself result in penalties and/or disciplinary action, including
   expulsion from membership to the GSS, or other penalties.

   Complaints which are made in bad faith and are vexatious in nature will be subject to appropriate
   disciplinary action by the GSS and may result in penalties as described above, including
   expulsion from the GSS membership, or other penalties as described above.

16.5 Education and prevention

In order to help educate employees and Committee members about their rights and
responsibilities with regard to this policy, the GSS will distribute a copy to each Committee and
employee within the first month of their employment or involvement with the GSS as part of their
orientation. A reference copy will be available during regular business hours at the GSS
Administration Office.

The GSS supports and encourages any further initiatives which seek to actively educate and
create awareness around the benefits of an environment which is free from discrimination and
harassment. All GSS Executive members, Councillors, and staff are responsible for providing
an environment free from discrimination and harassment as follows:

1) Set a good example by not participating in or ignoring discrimination and harassment.
2) Approach employees if discrimination or harassment is suspected. Symptoms of
   harassment or discrimination may include: reduced productivity, changes in behaviour,
   rumours, increased sick leave, increased resignations or sudden changes in performance
   evaluations.
3) Discuss the situation with the alleged harasser. This ensures that the person knows the
   behaviour is offensive and is warned that inappropriate workplace behaviour is
   unacceptable at the GSS.
4) Keep a personal record (date, time, attendees, discussion points) by documenting any
   discussions involving an occurrence of harassment.
5) Seek advice and assistance from a Supervisor, the GM, the President, or HR.
6) A complaint is considered resolved when both parties sign documentation which details the
   outcome and their satisfaction with this outcome.
Nothing in this policy compels anyone to make a complaint, nor does it replace any other legal rights an employee may have, including those protected under the BC Human Rights Code.
Please sign and date this form as acknowledgment that you have read and understand the Personnel Policies and Procedures of the GSS. This form must be signed and returned to your Manager prior to commencing employment with the GSS and will be retained in your personnel file.

I ____________________________ (print) acknowledge that I have read and understand the GSS Personnel Policies and Procedures Handbook. I agree to abide by the policies outlined.

_________________________________  ____________________________
Signature                          Date