



Elected Representatives Disciplinary Action Policy

Rationale

The Elected Representatives Disciplinary Action Policy is a part of the conduct process for Elected Representatives at SAMU and is used when disciplinary actions may be required, to determine that the right action is taken.

Definitions

Expectations

1. Any Elected Representative will be subject to discipline as determined by Students' Council if they are found to have committed any of the following, including but not limited to:

- 1.1. A breach of SAMU bylaws, policy, or procedure;
- 1.2. A failure to perform duties of their office;
- 1.3. Breach of their fiduciary obligations to SAMU;
- 1.4. A failure to meet or to maintain the eligibility criteria for their office;
- 1.5. Actions which are inconsistent with or unbecoming to their role;
- 1.6. Violation of any terms of the Elected Representatives Code of Conduct Policy.

Code of Conduct Disciplinary Actions

2. Students' Council and the Governance Investigations Committee shall take the following into account when considering possible disciplinary action:

- 2.1. The respondent's past record;
- 2.2. Probable intent;
- 2.3. The frequency and repetition of an offense;
- 2.4. The impact of the offense on the Students' Association;



2.5. Precedent;

2.6. Presence of an admission and apology.

Disciplinary Actions

3. Elected Representatives may be subject to the following outcomes for failing to adhere to the Code of Conduct, including but not limited to:

3.1. A Warning;

3.2. Suspension or removal of remuneration or benefits;

3.3. Temporary or permanent revocation of powers or privileges;

3.4. Impeachment.

Offenses at Law

4. If an Elected Representative has been found guilty of an offence under federal, provincial, or municipal law, Students' Council, acting reasonably and with due regard to the severity of the offence and the implications for upholding the good reputation of the Students' Association, may impose further disciplinary actions under this policy on the grounds of Professional Misconduct.

Decisions at Council

5. The decision of Council will be determined by a 75% majority in favour of voting members who have not abstained from voting due to a Conflict of Interest.



Fact Sheet

Approvals:

First Approval – October 19, 2022

Last Approval –

Date of Last Review –

Related Documents and Forms:

Source and Updates:

October 19, 2022: *Elected Representatives Code of Conduct Policy* approved by Students' Council motion 2022-10-19-7.3 on the recommendation of the Bylaws and Policy Committee.