Call to Order

1.0 Approval of the Agenda

Approved.

2.0 Announcements

No announcements.

3.0 Approval of Minutes

M12-05-#013
M12-05-#014
M12-05-#015

Approved.

4.0 Business

M12-06-#001 – Bylaw changes referendum (Council/…).

WHEREAS the composition of council differs from that envisioned when the bylaws were distributed to members prior to the 2012 Annual General Meeting

BIRT Bylaw 6.1.3.1 be amended to read, “as set out in the Society Activities Manual”

BIFRT Bylaw 6.1.5 be amended to read, “as set out in the Society Activities Manual”

BIFRT a new Society Activities Manual Article “Council” 3.5 be added, reading “The quorum of council is one third of the number of councilors.”
WHEREAS Special meetings provide a means to deal with urgent business

WHEREAS Society Bylaw 8.1 requires at least two weeks notice for all council or general meetings

BIRT a new Society Bylaw 7.2.8 be added, reading, “Notwithstanding Bylaw 8, special meetings may be called and the agenda may be distributed with seventy-two (72) hours notice”

WHEREAS Society Bylaw 10.7 states, “The PGSS shall provide the Council, Executive Committee, and Board of Directors with a quarterly budget update within two (2) weeks of the close of each quarter”

BIRT “PGSS” be replaced by “Financial Affairs Officer” in Bylaw 10.7

WHEREAS Bylaw changes require approval by referendum

BIRT a referendum be held between July 16 and July 20 to approve these bylaw changes, with a campaign period of July 2 to July 13

Motion to divide the question to separately consider the clauses

“WHEREAS Special meetings provide a means to deal with urgent business

WHEREAS Society Bylaw 8.1 requires at least two weeks notice for all council or general meetings

BIRT a new Society Bylaw 7.2.8 be added, reading, “Notwithstanding Bylaw 8, special meetings may be called and the agenda may be distributed with seventy-two (72) hours notice”

(Secretary-General / ..)

The Secretary-General explained that the bylaws changes require a 2/3 majority vote at Council to pass, but this specific clause passed in council passed with a vote of 19 to 12 and thus the Board should treat it as if it had not passed. The Secretary-General explained that all other clauses in the motion passed by the required 2/3 majority at council.

Motion to divide the question passes unanimously.
Motion to refer back to council the clauses

“WHEREAS Special meetings provide a means to deal with urgent business

WHEREAS Society Bylaw 8.1 requires at least two weeks notice for all council or general meetings

BIRT a new Society Bylaw 7.2.8 be added, reading, “Notwithstanding Bylaw 8, special meetings may be called and the agenda may be distributed with seventy-two (72) hours notice”

(Secretary-General / ..)

Motion to refer back to council passed unanimously.

The remaining bylaw changes were ratified unanimously.

5.0 Discussion

Discussion ensued.

Adjournment
Call to Order
8:00 PM

1.0 Business

M12-06-#002 – Motion to amend previously adopted BoD-12-05-#078 – Bylaw changes referendum (Secretary-General/…).

WHEREAS management has requested an extension of the deadline for delivering a spreadsheet of project proposals on account of “time and information gathering with other on-going projects"

BIRT BoD-12-05-#078 be amended to strike “June 15th 2012” and replace with “June 30, 2012.”

Motion passed unanimously.

Original motion BoD-12-05-#078 in BoD-12-06-#02 Addenda

Adjournment
1.0 Special Order of Meeting

M12-06-#003 – Motion to appoint a President (Finance Officer/…).

WHEREAS the Quebec Companies Act Section 89 (4) states, “the directors shall elect from among themselves a president....”

WHEREAS the PGSS management has requested the signing of documents which require the signature of the President

WHEREAS none of the PGSS governing documents designate any officer as President

BIRT Jonathan Mooney be appointed as the President

Motion passed unanimously.

Adjournment
Board of Directors E-meeting Minutes
Approved
June 18, 2012, 12:00pm

Directors

Secretary-General Jonathan Mooney, Financial Affairs Officer Pooja Tyagi, External Member Noah Billick, External Member Graydon Wagner, Members-at-Large Martin Lennox

1.0 Business

M12-06-#004 – Motion to appoint a signing officer (Executive Committee/…).

BIRT the Secretary-General be the second signing authority for budget year 2012-2013.

Motion passed unanimously.

Adjournment
Directors

Chair and Secretary-General Jonathan Mooney, Financial Affairs Officer Pooja Tyagi (from approval of agenda to 4.1), Internal Director Timotei Centea, Internal Director Martin Lennox, Council Director Yana Konokhova

Regrets

External Director Noah Billick, External Director Graydon Wagner,

Gallery and Guests

Adam Bouchard (gallery)

Call to Order

1.0 Approval of the Agenda

The agenda was amended to move 4.1 to the beginning of the agenda with no objection.

Motion 4.1 passed with no objection.

2.0 Announcements

Transitional updates (Secretary-General)

3.0 Approval of Minutes

BOD12-06-#01
BOD12-06-#02
BOD12-06-#03
BOD12-06-#04

Motion to table the minutes (Martin Lennox / Secretary-General).

Motion to table passed by unanimous consent.
4.0 Business

4.1 M12-08-#005 – Motion to appoint new Directors (Appointments Board)

BIRT the Board of Directors approve the nomination of the Appointments Board that the following candidates be appointed to the Board of Directors:

Timotei Centea (Internal Director)
Yana Konokhova (Council Director)

Motion passed.

5.0 Discussion

5.1 Legal update (Secretary-General)

Motion to enter inclusive closed session (Secretary-General/Martin Lennox).

Motion passed.

A brief report was presented by Brock Rutter.

5.2 Legal liaison contract (Secretary-General)

Discussion ensued.

The Secretary-General and Financial Affairs Officer will come back to the Board with a proposal.

5.3 Consultant Report and Update (Secretary-General)

Motion to move to the end of the agenda (Martin Lennox/Secretary-General).

Motion passed with no objections.
5.4 Project proposals review (Secretary-General)

Question on status of projects. For example, for the accounting system overhaul, the Board needs an update on deliverables. The project tracking template should be used for this.

We need to update outstanding projects and close off complete projects.

5.5 Cash flow analysis review (Secretary-General)

Secretary-General:
The MOA with DAR was not finalized so the cash flow situation is improved. Long-term analysis is required about which projects to pursue and from where money may be borrowed.

5.6 Update on PGSS-MCSS MOA (Secretary-General)

An update was given.

5.7 Update on DAR/Bursary MOA (Secretary-General)

Addressed above. Main concern is to protect PGSS’ status as a non-profit organization.

5.8 Thomson House Summer Business Performance (Secretary-General)

Martin Lennox, Yana Konokhova, Timotei Centea: Thomson House should focus on getting new graduate students as customers.

There should be special events with food specials, drink specials (subject to law). GSAs should be encouraged to do orientation at Thomson House or to go after. The Olympics present an excellent opportunity to incentivize students to come to Thomson House.

5.9 Sustainable Thomson House (Secretary-General)

Discussion ensued. A future proposal re: composting and/or sourcing policy can be presented to the Board.

5.10 Concerns regarding adoption of COM (Executive Committee)

The Secretary-General outlined the procedural problems in the adoption of the COM. The COM should be sent back to the Board with concerns outlined and changes proposed.
5.11 Daycare Application Update (Secretary-General)

Martin Lennox: Subsidy issue makes pursuing a daycare an economic question. Question of whether other funding for this project is being pursued.

5.12 Staff Food Discount (Secretary-General)

Agreed in principal to extend to positions changed under the constitutional overhaul.

This should be put in a motion and come back to the board.

Board members need identification cards.

5.13 Staff Review (Secretary-General)

Motion to enter closed session (Secretary-General/ Yana Konokhova).

Motion passed.

Discussion ensued.

Motion to enter exclusive closed session (Martin Lennox/Secretary-General).

Motion passed.

Adam Bouchard left.

The consultant report was discussed.

Adjournment
Post-Graduate Students’ Society of McGill University
3650 McTavish Street, Montreal, Quebec
BD12-08-#06
Board of Directors E-meeting Minutes
Approved
August 28, 2012, 12:00pm

Directors

Chair and Secretary-General Jonathan Mooney, Financial Affairs Officer Pooja Tyagi, Internal Director Timotei Centea, Internal Director Martin Lennox, Council Director Yana Konokhova, External Director Noah Billick, External Director Graydon Wagner

1.0 Business

M12-08-#006 – Motion regarding associate member fees (Finance Officer).

WHEREAS Thomson House associate membership fees was nearly doubled in 2008 (from $77 to $154 for academic staff and alumni, and from $55 to $97 for non-academic staff)

WHEREAS Thomson House revenue from associate membership has steadily decreased since the fee change, and has seen a reduction of more than 50% in 2011-12 as compared to 2010-12

WHEREAS advertising and a reduction in fees will encourage the purchase of memberships

WHEREAS the Financial Affairs Officer and the Business Manager have discussed a marketing plan to promote the sale of Thomson House associate membership

BIRT the Thomson House associate membership fee be changed to $90 (for academic staff and alumni) and $50 (non-academic staff)

* The marketing plan includes sending a package to our prospective members with (1) Associate membership registration form, (2) Thomson House services pamphlet, and (3) coupon for a free beverage

Any suggestions from the board are welcome

Motion passed unanimously.

Adjournment
Call to Order

1.0 Approval of the Agenda

The agenda was approved with no objections.

2.0 Announcements

Legal updated on CFS case (20 minutes)

The agenda was amended by unanimous consent to add the auditor's report to the agenda.

Auditor's Report

3.0 Approval of Minutes

BOD12-06-#01
BOD12-06-#02
BOD12-06-#03
BOD12-06-#04
BOD12-08-#05
BOD12-08-#06

Minutes #02-#06 were approved by unanimous consent.
4.0 Business

4.1 M12-10-#007– Motion to approve legal liaison contract (Secretary-General/Finance Officer)

BIRT Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the legal liaison contract with Brock Rutter.

Motion passed.

4.2 M12-10-#008– Motion to approve audited financial statements (Secretary-General/Finance Officer)

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the independent auditor’s report and the financial statements of the Post-Graduate Students’ Society of McGill University, Inc. for the financial year 2012.

Motion passed.

4.3 M12-10-#009– Motion to approve Employee Policy Manual (Secretary-General/Finance Director)

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the Employee Policy Manual.

Motion to Table (G. Wagner/Secretary-General)

Motion to table passed.

4.4 M12-10-#010– Motion to extend Thomson House memberships (Finance Officer)

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the extension Thomson House memberships to the list of people in Appendix A.

Motion to amend to include SSMU executive committee members (Secretary-General/T. Centea)

Amendment fails. (2/3/0).
Motion to amend to read “to the designated departmental contact for graduate students in each department as well as the administrative personnel listed in Appendix A.” (G. Wagner/Finance Director).

Amendment passes. (5/0/0).

Main motion passes as amended

4.5 M12-10-#011– Motion to extend staff discount (Secretary-General/T. Centea)

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the extension of the PGSS staff discount to the Council Speaker, the Chief Returning Officer, members of the Appointments Board, and members of the Appeals Board.

Motion to divide the question to consider the Council Speaker and the Chief Returning Officer separately from the members of the Appointments Board and members of the Appeals Board. (M. Lennox/G. Wagner)

Motion to divide passes.

Council Speaker and Chief Returning Officer (5/0/0)

Motion passed.

Appointments Board and Appeals Board

Motion failed. (0/4/1)
4.6 M12-10-#012– Motion to implement sustainability proposals (Secretary-General/Finance Director)

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the implementation of composting at Thomson House and the reassessment of purchasing policies to take sustainability into account.

Motion to amend to read “the development of guidelines regarding the reassessment…” (M. Lennox/Finance Officer)

Motion to refer to sustainability coordinator for the development of a project tracking template (Finance Officer/M. Lennox)

Motion passes.

4.7 Motion to take from the table M12-10-#009 Motion to approve Employee Policy Manual (T. Centea/Secretary-General)

Motion to amend to add “up to $350 per course” after tuition for 27.4 (M. Lennox/Finance Officer)

Amendment passes (4/0/1).

Motion to amend to remove “up to” and add “and one (1) or two (2) members of the EC as determined by the EC” 10.2 (Finance Officer/Secretary-General)

Amendment passes (5/0/0)

Motion to amend to add “provisionally, pending legal advice” (N. Billick/G. Wagner)

Amendment passes. (5/0/0)

Main motion passes as amended.
5.0 Discussion

Motion to table (Secretary-General/Finance Officer)

4.7 Project Update (Secretary-General)
4.9 MOAs (Secretary-General)
4.10 Corporate Operations Manual (Secretary-General)

Motion passes.

4.8 Door Person (Secretary-General)

Discussion ensued.

4.11 By Law 9.12 (Executive Committee)

Discussion ensued.

5.1 Thomson House Business Performance (Secretary-General)

Closed Session. Discussion Ensued.

M12-10-#013–

BIRT management provide an analysis of the financial impact of promotional activities and social events on Thomson House business performance to the Board by November 10, 2012

Motion passed (5/0/0) (G. Wagner/Finance Officer)

M12-10-#014– Régie des entreprises (Secretary-General/Finance Officer)

BIRT Delia Pettit be authorized to update the PGSS entry with the Régie des entreprises. (Secretary-General/Finance Director).

Motion passed.

Adjournment (M. Lennox/G.Wagner)
Call to Order
7:26 PM

1.0 Approval of the Agenda

   Motion to move sustainability report to top of new business (T. Centea/M.Lennox)

   Motion passed.

   Agenda approved as amended.

2.0 Announcements

   McGill Business Consultant Group Report (15 minutes)
   Item postponed indefinitely with unanimous consent.

   Business performance report (10 minutes)

3.0 Approval of Minutes

   BOD12-06-#01
   BOD12-08-#07

   Minutes approved unanimously.
4.0 Business

4.1 M12-11-#015– Motion regarding Thomson House performance (Secretary-General/G. Wagner)

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. mandate the management of Thomson House to correct issues identified in the McGill Business Consultant Group report as negatively affecting Thomson House and to implement the recommendations of the report.

Motion to table until the end of the meeting (Secretary-General/G. Wagner).

Motion passed.

At end of meeting:

Motion to amend to “respond to” from “correct” and remove “implement…” onward and add “and present a plan to move forward to the Board of Directors” (G. Wagner/T. Centea)

Motion to amend approved unanimously.

Main motion passed unanimously.

4.2 M12-11-#016– Motion to expand legal liaison contract (Secretary-General/Finance Officer)

BIRT Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the addition of 20 hours of legal research to the legal liaison contract with Brock Rutter.

Noah Billick argues we get good value from this contract and notes that there are sunk costs.

Motion approved unanimously.
4.3 **M12-11-#017– Motion to contain legal costs (Secretary-General/Finance Officer)**

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the proposal in Appendix A to contain legal costs.

*Motion approved unanimously.*

4.4 **M12-11-#018– Motion to approve updated audited financial statements (Secretary-General/Finance Officer)**

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the updated audited financial statements of the Post-Graduate Students’ Society of McGill University, Inc. for the financial year 2012.

Motion to amend to add BIFRT up to $6,250 be approved from the budget line ”audit fees” to pay for the additional fees incurred in the 2011-12 audit done by Deloitte (Secretary-General/G. Wagner).

*Main motion passed as amended approved unanimously.*

4.5 **M12-11-#019– Motion amend service contract with Ubriety (Secretary-General/G. Wagner)**

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the amended service contract with Ubriety provided the changes outlined in Appendix B are made.

Motion to amend to add two instances of “in conformity with the specifications (as verified by the PGSS)” to Appendix B (G.Wagner/T. Centea).

*Motion to amend passed unanimously.*

4.6 **M12-11-#020– Corporate Operations Manual (Secretary-General/T. Centea)**

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the updated Corporate Operations Manual.

**Motion to amend (T. Centea/Secretary-General)**

*BIFRT sections be renumbered accordingly.*

*Motion to amend passed.*
Motion to amend (T. Centea/M. Lennox).

*BIFRT the terms Internal and External be used in Chapter 1, Section 5.2.*

Motion to amend passed.

Motion to amend (T. Centea/Secretary-General)

BIFRT Chapter 2, Section 2.1 state “as prepared by the Finance Officer in consultation with the Committee on Monetary Affairs shall be approved by the Board of Directors”

Motion to amend passed

Motion to amend (G. Wagner/M. Lennox)

BIFRT Chapter 2, Section 5.3 state “the cost shall be set by the Board of Directors”

Motion to amend passed.

Main motion passed unanimously.

4.7 M12-11-#021– Motion to amend the budget to record the Thomson House membership fee as revenue for the business activities fund (Finance Officer/Secretary-General)

WHEREAS PGSS collects Thomson House membership fee from undergraduate medicine and law students which gives them to access Thomson House

WHEREAS starting June 2012 the Thomson House fees are recorded as revenue in the society activities fund, with roughly 60% of this revenue being transferred to the business activities fund to pay for member room bookings at Thomson House

WHEREAS this practice had been in its test phase so far and has been unduly complicated in terms of room booking costs

WHEREAS it would be sensible to use PGSS regular membership fees to pay for member room bookings and Thomson House membership fee for Thomson House services

BIFRT the budget be amended to record the Thomson House membership fee as revenue for the business activities fund
BIFRT the budget be amended to remove the member room booking services transfer.

Question were raised about leisure courses; implications

Motion to postpone to the next Board of Directors meeting (G. Wagner/M. Lennox)

Motion to postpone passed.

4.8 M12-11-#022– Motion to implement sustainability proposals (Secretary-General/Martin Lennox)

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the projects regarding composting and sustainable purchasing at Thomson House.

Discussion: Grayden Wagner: Operational impact of purchasing policies must be evaluated.

Motion passed by unanimous consent.

5.0 Discussion

5.1 Project updates (Secretary-General)

Discussion ensued.

5.2 Bylaw and manual reviews (Secretary-General)

N. Billick: Just check if we’re doing anything illegal.

5.3 MOAs (Secretary-General)

N. Billick: Regarding MCSS Building trust: You are holding it as a constructive trust. You must return it.

M12-11-#023– Motion to approve $1000 for legal fees related to investigating the building trust at the MCSS (N. Billick/M. Lennox).

Motion passed.
5.4 Thomson House Memberships

Question regarding consistency of offering undergraduates memberships.

5.5 Board, Executive Committee, and management relationship

Discussion ensued.

Adjournment (M. Lennox/T.Centea)
10:24 PM
Directors

Chair and Secretary-General Jonathan Mooney, Internal Director Timotei Centea, Internal Director Martin Lennox, External Director Noah Billick, Council Director Guillaume Lord

Regrets

Finance Officer Pooja Tyagi, External Director Grayden Wagner

Guests

Academic Affairs Officer Adam Bouchard, External Affairs Officer Errol Salamon, Equity Commissioner Gretchen King, Society Affairs Manager Delia Pettit, Business Manager Andre Pierzchala, Brock Rutter, Irving Handelman,

Call to Order

6:36 PM

1.0 Approval of the Agenda (T. Centea/Secretary-General)

2.0 Announcements

M12-12-#024– Appointment of Council Director

BIRT Guillaume Lord be appointed to the Board of Directors (Secretary-General/T. Centea)

Motion passed.

M12-12-#025– Legal update regarding RAE case (30 minutes)

Motion to enter inclusive closed session (Secretary-General/T. Centea)

Point of information from Noah Billick – What’s to ensure guests maintain confidentiality?

Secretary-General – Employees and elected officials are responsible to the members through processes outlined in the governing documents.

Motion passed.
M12-12-#026– Resolution regarding RAE and DSU (Secretary-General/M.Lennox)

BIRT the PGSS vote at RAE to drop the RAE claim against DSU provided that

1) RAE releases any claims that it has to funds that are held in trust by the DSU
2) RAE has no further claim for fees against DSU
3) DSU sign an agreement stating that RAE has all of the rights of the Quebec component

Motion passes unanimously.

Motion to leave closed session (Secretary-General/G.Lord).

GOTO 5.5

Business performance update (15 minutes)

3.0 Approval of Minutes

BOD12-11-#08

Minutes approved unanimously.
4.0 Business

4.1 M12-12-#027– Motion to amend the budget to record the Thomson House membership fee as revenue for the business activities fund (Finance Officer/Secretary-General)

WHEREAS PGSS collects Thomson House membership fee from undergraduate medicine and law students which gives them to access Thomson House

WHEREAS starting June 2012 the Thomson House fees are recorded as revenue in the society activities fund, with roughly 60% of this revenue being transferred to the business activities fund to pay for member room bookings at Thomson House

WHEREAS this practice had been in its test phase so far and has been unduly complicated in terms of room booking costs

WHEREAS it would be sensible to use PGSS regular membership fees to pay for member room bookings and Thomson House membership fee for Thomson House services

BIRT the budget be amended to record the Thomson House membership fee as revenue for the business activities fund

BIFRT the budget be amended to remove the member room booking services transfer

Motion passed.

4.2 M12-12-#028– Motion regarding purchase of kitchen equipment (Secretary-General/M. Lennox)

BIRT up to $10,000 be approved from the budget line “Special Projects” to purchase new kitchen equipment for Thomson House.

Motion passed.
4.3 M12-12-#029– Motion regarding MCSS MOA (Secretary-General/T. Centea)

BIRT the Board of Directors of the Post-Graduate Students’ Society of McGill University, Inc. approve the signing of the Memorandum of Agreement with the Macdonald Campus Students Society (MCSS) with any minor changes deemed necessary by the Officers of the Board.

Motion to amend: BIFRT the PGSS negotiate the transfer of the portion of the Building Trust Fund paid by graduate students to be held in trust by the PGSS. (G. Lord/T. Centea).

Motion to amend passed.

Main motion passed.

4.4 M12-12-#030– Motion to approve employee review proposals (Secretary-General/Noah Billick)

BIRT the employee review proposals submitted by the senior management be approved.

Motion passed.

5.0 Discussion

5.1 MOA updates (Secretary-General)

Discussion ensued.

5.2 Paid holidays for winter shutdown

M12-12-#031– BIRT seven paid holidays be approved for the winter shutdown period (Secretary-General/M. Lennox).

Motion passed.

5.3 Pension Trust Fund (Secretary-General)

Discussion ensued.
5.4 Business management response to McGill Business Consultant Group report (Secretary-General)

Discussion ensued.

5.5 General Assembly Motion regarding Security Audit (Secretary-General)

i) Gretchen King: Element 1: Security services audit
ii) Gretchen King: Element 1: Securitization audit (climate, social impact)
iii) Gretchen King: Both of the above with and without McGill cooperation
iv) Timotei Centea: What happens if McGill doesn’t let them on campus? What is the tangible product that we will receive (data, analysis, recommendations)?
v) Martin Lennox: Put together a formal RFP and submit to METRAC and other organizations
vi) Noah Billick: Need to be creative and look at other ways of doing the audit (grad student from UdM in criminology, law, management?); Not sure METRAC is really independent; need to respect the mandate and move quickly
vii) Gretchen: Center for Research on Race Relations (local); IRIS
viii) Noah: What is mandate? “Securitization“ implies certain foregone conclusions. Need to ensure that we hire credible group to ensure report is compelling; METRAC might be biased.

5.6 Senior management Review Committees (Secretary-General)

i) Society Affairs Manager (M.Lennox/T. Centea)
ii) Business Manager (M. Lennox/T. Centea)

Further discussion about RFP for security audit study occurred. Martin Lennox: Explain that RFP must be brief document without extensive annotation.

Adjournment
Post-Graduate Students’ Society of McGill University

3650 McTavish Street, Montreal, Quebec

BOD13-02-#09 Board of Directors Minutes
Approved

February 14, 2013

Directors

Secretary-General Jonathan Mooney, Internal Director Timotei Centea, Internal Director Martin Lennox, External Director Noah Billick, Council Director Guillaume Lord

Résolution du conseil d’administration

Il est résolu que l’Association étudiante des cycles supérieurs de l’Université McGill inc. procédera à un scrutin par internet qui se déroulera du 4 mars 2013 à 6 h jusqu’au 15 mars 2013 à 19 h.

Il est résolu que ce scrutin sera présidé par Brock Rutter, le directeur général des scrutins. La vice-présidence du scrutin sera assurée par Nida Nizam, la présidente du conseil.

Il est résolu que Marilou Alforque, coordinatrice administrative, et Jacinthe Deschênes, coordonnatrice à la vie étudiante, seront scrutateurs.

Il est résolu que le libellé de la question sera :


« Do you agree that the Post-Graduate Students’ Society of McGill University Inc. (PGSS) becomes accredited and recognized as the representative association of post-graduate students at McGill University in accordance with An Act Respecting the Accreditation and Financing of Students’ Associations R.S.Q., c. A-3.01? » (yes/no)

Il est résolu que Kenneth Hastings, professeur de l’Université McGill, remplira le rôle d’observateur pour le scrutin.


Meeting adjourned.
Call to Order 6:44 PM

1.0 Approval of the Agenda

2.0 Announcements

3.0 Approval of Minutes

   BOD12-12-#09

4.0 Business

4.1 M13-02-#027 Motion to ratify bylaws changes passed by PGSS Council
   (Secretary-General/Noah Billick)

   BIRT the bylaw changes passed by council in Appendix A be ratified.

   G. Lord: too much concentration of executives on Appointments Board with change to its
   composition. Should give a non-voting seat to the other executive.

   Sec-Gen: Currently two execs on Appointments Board as co-chairs per the Society
   Operations Manual. One sits through all meetings without voting; also, tiebreaking vote is
   also currently given to a non-member.

   Motion to divide the question to vote separately on Appointments Board bylaw change (G.
   Lord/Sec-Gen). Motion passed.

   Main motion passed (2/0/1). G. Lord abstains.

   Motion to divide the question on the council seat apportionment (G. Lord/Sec-Gen).

   G. Lord: Conflating apportionment with size of council. Large council has advantages, but
most people disagree. Sitting on council is a way to get involved.

Main motion passed (2/0/1). G. Load abstains.

All others (3/0/0) pass unanimously.

4.2 M13-02-#028 Motion to approve procedure for the annual general meeting (Secretary-General / N. Billick)

WHEREAS the Quebec Companies Act, Section 91, states “The directors...may make by-laws not contrary to law, nor to the constituting act of the company, for the following purposes:

... 

(e) the time and the place for the holding of the annual meetings of the company, the calling of meetings, regular and special, of the board of directors and of the company, the quorum, the requirements as to proxies not otherwise prescribed by this Part, and the procedure in all things at such meetings;"

BIRT the procedure in Appendix B be approved for the 2013 Annual General Meeting of the Post-Graduate Students’ Society.

G. Lord: We should outline in the bylaws the procedure for the meeting in future years.

Amendment: G. Lord: to replace “at least...” until “…faculty”.” with “a mover and a seconder”. (G. Lord/S-G)

(2/1/0). T. Centea opposes. Notes that there should be a minimal threshold to provide legitimacy at the AGM.

BIFRT the agenda for the AGM be set by the Council steering committee according to the procedures prevailing for council meetings (G. Lord/SG).

Motion passed.

Question regarding the booking of alternative rooms.

BIFRT the time be changed to “6:30 PM” (SG/GL).

Motion passed (4/0/0).

5.0 Discussion

4.3 Situation surrounding election husting and former CRO (Secretary-General)
   i) M. Serrano: How did executives permit toxic environment to go on for one hour?
   ii) C. Conway: Why did exec not intervene with regarding to husting? What process is in place? What was done in response to the e-mail? How does Mr. Rutter still have a position?
   iii) C. St-Denis: Why was CRO not suspended? Why does he hold another position?
   iv) N. Billick: Were people aware of appeals process? How did that factor into people’s actions?
   v) S. Peters and G. King: What bearing does appeal have on people’s
experience? Are you asking if people intended to disrupt the husting?

vi) G. King – Why no apology? I question my value to the society based on the response. Brock should have been suspended. Hustings should have been canceled. Should have been temporarily suspended with pay.

vii) Sec-Gen: We need to follow process: appeals board for question regarding decisions. Board regarding employee behavior. It’s important to protect employee rights.

viii) G. King: Was not aware of warning. CRO did not behave as if warned once I arrived.

ix) C. Conway: Poor judgment to let CRO in public arena.

The Secretary-General left the meeting. After deliberation, the Board resolved to distribute a statement regarding the hustings to the membership via e-mail and posting on the PGSS website. After further e-mail communication among Directors, the following text was distributed to the membership:

Statement of the Board of Directors of the Post Graduate Students’ Society of McGill University
Recently, the Board of Directors of the Post Graduate Students’ Society (PGSS) has been made aware of disturbing events surrounding the hustings of February 20th, 2013 and surrounding the PGSS elections process. These events included hostility, personal attacks and an atmosphere of aggression that has no place at Thomson House or within the PGSS.

The purpose of the Board is to make decisions about business activities, to make joint decisions about corporate activities in conjunction with the Executive Committee, and to make joint decisions about shared activities with the PGSS Council. It has no purview over Society activities, and is therefore not directly involved in Society politics beyond ensuring that the corporation’s bylaws are followed. The CRO had the authority to rule on perceived ambiguity in the election bylaws. The CRO’s ruling was appealed and the Appeal Board issued a ruling promptly, in accordance with the PGSS bylaws. Therefore, the Board of Directors has no purview regarding the handling of these elections.

The Board is, however, responsible for the actions and conduct of PGSS employees, which include contract positions such as the Chief Returning Officer (CRO).

The CRO acting at the time of these events has resigned from his position. The Board condemns the inappropriate language and behaviour that he used on several occasions and has firmly communicated this fact to him. That individual, who has been employed by the PGSS in another capacity for the past year and a half, remains a PGSS employee in that role, which does not involve interaction with the PGSS membership at large. While the Board considers the individual’s behaviour in this case to be reprehensible, the Board views it as an isolated incident in an otherwise exemplary employment record. As such, the Board, after seeking independent legal advice, does not believe that there is just cause under the Quebec Labour Code to terminate this individual’s employments. The Board has censured the employee, will closely monitor his future behaviour and will take appropriate action in the event that he engages again in any other form of reprehensible behaviour.

The Board deeply regrets that a contentious, hostile and at times aggressive atmosphere was allowed to exist during the hustings, and apologizes that existing policies and procedures were not sufficient in preventing this. Such an atmosphere has absolutely no place in an academic community, in which open, respectful disagreements in good faith ensure a vibrant exchange of diverse ideas. Furthermore, the Board recognizes that while all members of the PGSS community have an obligation to behave civilly, there is an extra onus on members in titled positions to comport themselves in a respectful manner. Moreover, the Board will be considering the following points with care:
1. The policies and procedures relating to maintaining civil discourse during PGSS activities at Thomson House will be reviewed in detail and adjusted as needed to ensure that incidents involving a hostile tone or behaviour will be acted upon in a clear, prompt and neutral manner.

2. The policies and procedures regarding employee behaviour will be reviewed in detail and adjusted as needed to ensure that they are appropriate and properly applied.

3. Overall, the mission of the PGSS to ensure that Thomson House is a safe, collegial environment for all members will be emphasized.

Furthermore, the Board will encourage other relevant bodies (such as Council or appropriate committees) to also discuss these issues, with topics including but not limited to the current political atmosphere within the PGSS, the policies and procedures governing political discourse, and any potentially inappropriate behaviour by PGSS members, including members in titled positions. Any other issues that are the purview of Society Affairs will also be referred to the relevant bodies.

The PGSS Board of Directors takes the behaviour of PGSS employees and the positive, collegial atmosphere of Thomson House very seriously, and the Board will meet again soon to further discuss other actions to be taken. Any further input by the PGSS community on these issues is welcome.

Noah Billick
Timotei Centea
Martin Lennox
Guillaume Lord
Grayden Wagner

on behalf of the PGSS Board of Directors

Adjournment
Call to Order 6:43

1.0 Approval of the Agenda

Motion to accept the recommendation of the appointments board to appoint Danielle Meadows to the Board of Directors (Secretary-General/G. Lord).

Motion passed.

2.0 Announcements

2.1 Accreditation (Secretary-General)

3.0 Approval of Minutes

4.0 Business

4.1 M13-03-#028 Motion regarding honorarium for work performed by Adrian Kaats (Secretary-General)

WHEREAS Adrian Kaats has done two weeks of volunteer work for the PGSS regarding to the content management system and the daycare projects.

BIRT the Board approve the payment of an honorarium of $500 from the budget line “Board of Directors Discretionary Spending” to Adrian Kaats.

Motion to amend to add “and has indicated a desire to continue working on these projects; and in light of his previous expertise in developing the content management system contract; and in light of the absence of a Society Affairs Manager” and replace BIRT clause with “BIRT a contact be developed”

Motion to table (D. Meadows/M. Lennox).
4.2 M13-02-#028 Motion to recommend Deloitte (Secretary-General/G. Wagner)

BIRT the Board of Directors of the Post-Graduate Students' Society recommend to the General Assembly the selection for Deloitte as auditor for fiscal year 2012-2013.

5.0 Discussion

4.3 Follow up on election husting and former CRO (Secretary-General)
4.4 Debrief on resignation of Society Affairs Manager (M. Lennox)
4.5 Discussion regarding Society Affairs Manager position and moving forward (Secretary-General)
   BIRT the Business Manager be granted signing authority with regard to Society Affairs (Secretary-General/N. Billick). Motion passed.
4.6 Performance reviews (M. Lennox)
4.7 Improving retention of the CRO position (G. Lord)
4.8 Improving the transparency and diffusion of TH rules and procedures (G. Lord)
4.9 Content Management System (Secretary-General)
4.10 Health aspect of the TH menu (G. Lord)
4.11 Summer 2013 plans (Secretary-General)

Adjournment

N. Billick/Secretary-General 11:21
WHEREAS the PGSS Board of Directors has met repeatedly to discuss the events of the PGSS Hustings on February 20th, 2013;

WHEREAS these discussions have considered the existing rules regarding Thomson House and PGSS resources, and our responsibilities to both our members, employees, their guests, and all those making use of Thomson House or PGSS resources;

BIRT the Corporate Operations Manual, Chapter 11, Section 2.6 be amended to the following:

6. All members and employees, their guests, and all those using Thomson House or PGSS resources shall treat each other with dignity and respect.

6.1 No persons at Thomson House, or those making use of PGSS resources, shall engage in any behavior that is loud, vulgar, aggressive, abusive, violent, illegal, or that could be construed as harassment, be it of a physical, verbal, psychological or sexual nature, or that is inappropriate on any other grounds. In the event that such behavior occurs, the following protocol shall be adhered to:

6.2 A staff member shall be notified, who shall then, based on his/her assessment of the situation, either intervene with those responsible for the offending behavior or seek the appropriate manager present to request his/her intervention as soon as possible.

6.3 The staff member or manager intervening shall, if he or she judges the complaint justified, give warning as soon as possible that this behavior must cease immediately, and warn of the consequences of not cooperating.

6.4 Should those conducting the offending behavior continue, they shall be asked to leave and/or see their access to PGSS resources removed, depending on the nature of the offence. If they refuse to cooperate, Campus Security or the relevant authorities may be asked to intervene.

Meeting adjourned.
Post-Graduate Students' Society of McGill University
3650 McTavish Street, Montreal, Quebec
Board of Directors Minutes
E-Meeting
Approved
April 2, 2013

Directors
Secretary-General Jonathan Mooney Financial Affairs Officer Erik Larson, Internal Director Danielle Meadows, External Director Grayden Wagner, External Director Noah Billick

Guest
Operations Manager Andre Pierzchala

Motion regarding husting recordings and documents (D. Meadows/J. Mooney)
WHEREAS, At our last meeting, the Board discussed releasing the husting recording to the public should requests be made

WHEREAS, several requests have been made for further information and context to this statement.

BIRT that the recordings and accompanying documents, including by not limited to the transcript of the recording, be released to the general membership for information.

Meeting adjourned.
Meeting Called to order 6:21PM

1.0 Approval of the Agenda
1.1 Motioned to move Allegations to top of the agenda (D. Meadows moved, unanimously approved)

2.0 Announcements

3.0 Approval of the Minutes
Tabled

4.0 Business

4.1 Harassment Allegations (Financial Affairs Officer)

6:24PM Motion to enter closed session (M. Lennox)
Approved unanimously
Discussion ensued

Special Motion (N. Billick)
Adopted 7:20pm
WHEREAS the BOD has received advice from legal counsel with respect to the conduct of the meeting of April 4th 2013
WHEREAS the allegations to be discussed are of a serious and sensitive nature
WHEREAS a significant amount of the relevant documentation has been received in the last 4 hours
WHEREAS the BOD is of the opinion that hearing statements in an open and safe environment is essential, to ensure such openness and safety, the BOD deems it necessary to hear each witness sequentially and separate from the others
WHEREAS the BOD has the power to create temporary meeting procedures in special circumstances as it deems necessary
BIRT the BOD adopt a temporary procedure, only for this meeting, to allow it to exclude other individuals from the room during the sequential interviews with witnesses

BIFRT these interviews be limited to 10 minutes, with 5 minutes being reserved for statements and the other 5 minutes being reserved for BOD questions, and extended in 5 minute intervals at the discretion of the BOD

BIYFRT these interviews will be recorded in the interest of protecting the Corporation and the individuals giving witness statements

Exit closed session 7:29PM (M. Lennox)

Guests were invited to attend the meeting 7:31PM
M. Lennox explanation of special motion 7:32PM
Discussion ensued

All guests exited 7:51PM

Recording started
MSO entered at 7:52PM
Extended at 8:03PM
MSO exited at 8:14PM

Equity Commissioner entered at 8:14PM (with EGSS President)
Extended at 8:25PM
Extended at 8:30PM
Extended at 8:36PM
Extended at 8:41PM
Extended at 8:47PM
Extended at 8:52PM
Extended at 8:57PM
Extended at 9:02PM
EC exits at 9:13PM

External Affairs Officer entered at 9:16PM (with SSMU Vice-President, External)
Extended at 9:27PM
Extended at 9:32PM
Extended at 9:37PM
Extended at 9:42PM
Extended at 9:48PM
Extended at 9:53PM
Extended at 9:58PM
Extended at 10:03PM
Exited at 10:11PM

Fernanda Soler Urzúa, President EGSS entered at 10:13PM (With Equity Commissioner)
Exits at 10:29PM

Internal Affairs Officer entered 10:30PM
Exits at 10:43PM
Closed Session 10:44PM moved by (M. Lennox)
Entered Open Session 10:48PM

Secretary-General entered at 10:49PM
Extended at 11:05PM
Extended at 10:10PM
Extended at 11:15PM
Exited at 11:23PM

Brittany Rocque entered at 11:24PM
Exit at 11:32PM

Academic Affairs Officer entered at 11:33PM
Extended at 11:43PM
Extended at 11:48PM
Academic Affairs Officer Recess at 11:52PM
Return at 11:53PM

Closed Session (M. Lennox)
Discussion ensued

Meeting Adjourned (D. Meadows) 12:21AM
Meeting Called to order 6:21PM

1.0 Approval of the Agenda
1.1 Motioned to move Allegations to top of the agenda (D. Meadows moved, unanimously approved)

2.0 Announcements

3.0 Approval of the Minutes

Tabled

4.0 Business

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Extended at 11:43PM
Extended at 11:48PM
Academic Affairs Officer Recess at 11:52PM
Return at 11:53PM

Closed Session (M. Lennox)

Discussion ensued

Meeting Adjourned (D. Meadows) 12:21AM
Meeting Called to Order at 613PM

1.0 Approval of the Agenda

Approved by a vote of 5/0/0

2.0 Announcements

3.0 Approval of the Minutes

Tabled

4.0 Business

4.1 Harassment Allegations from April 4th BoD Meeting (Financial Affairs Officer)

4.1.1 Fact Finding Process

4.1.2 Possible courses of action

4.1.3 Considering options for involving council in a review board/structure for these gaps in bylaws

4.1.4 Timeline for release of answers

Motion to move close session (N. Billick) 617PM

Motion passed: WHEREAS it is in the interest of the Board of Directors to ensure that the Officers involved in the BOD meetings of April 4th understand the severity of allegations that have been brought forward

WHEREAS it is in the interest of the Board of Directors to have all Officers involved in these allegations provided fair and equitable resources to receive guidance and allow these allegations to be resolved in a timely manner

WHEREAS these allegations can have consequences for the parties involved that can resonate out beyond the realm of the Corporation

WHEREAS the Board of Directors should remain impartial and unbiased as no official response has been released
WHEREAS providing the resources for legal consultation could provide context and help to provide means for Officers of the Corporation to decide their future options

WHEREAS the allegations arose in the service of the PGSS the Board feels the PGSS has the responsibility to help provide the necessary resources to become informed on the seriousness of the allegations

\textbf{BIRRT the BOD approve a onetime allocation of $1000 to the list of 5 individuals, which the Board has kept private in the interest of confidentiality, involved in the allegations to be used solely for legal counsel provided the appropriate documentation is received}

Passes with a vote of 5/0/0

\textbf{Motion to exit close session (N. Billick) 912PM}

\textbf{Motion to adjourn (N. Billick) 912PM}
Post-Graduate Students’ Society of McGill University
3650 McTavish Street, Montreal, Quebec
Board of Directors Minutes
Approved
April 15, 2013

Directors
Financial Affairs Officer Erik Larson, Internal Director Danielle Meadows, Council Director Martin Lennox, External Director Grayden Wagner, External Director Noah Billick

Guest
Operations Manager Andre Pierzchala

1.0 Business
1.1 Board of Directors report on Harassment Allegations

Called to Order 631PM

Motion to enter closed session (FAO)

Harassment Allegations
Discussion ensued

Motion to adjourn (D. Meadows) at 831PM
Post-Graduate Students’ Society of McGill University
3650 McTavish Street, Montreal, Quebec
Board of Directors Minutes
Approved
April 23, 2013

Directors
Financial Affairs Officer Erik Larson, Internal Director Danielle Meadows, Council Director Martin Lennox, External Director Grayden Wagner, External Director Noah Billick

Guest
Operations Manager Andre Pierzhala

Called to Order 514PM

1.0 Business
1.1 Board of Directors report on Harassment Allegations

Motion to enter closed session (FAO)

1.1 Harassment Allegations
Discussion ensued

BIRT the report on Harassment Allegations be referred to Council – see Appendix

Motion passed

Motion to adjourn (D. Meadows) at 1142PM
Executive Summary
This report, based on two months of continual investigation, addresses specific allegations brought to the Board and the general political climate within the Post-Graduate Students’ Society (the “PGSS” or the “Society”). In particular, the report details why the Board of Directors believes the allegations, made public in the McGill Daily, were unfounded. The report examines what is termed a “climate of incivility” within PGSS and makes numerous recommendations for improving the political processes of the Society. Among the recommendations is the motion for Council to remove the Equity Commissioner, whose recent actions have damaged the reputation of the PGSS while losing sight of the fiduciary responsibility that all titled positions have: to first and foremost act in the best interest of the Society. While this document does not call the behavior of other specific individuals into question, it suggests that the members of the Society need better knowledge of Bylaws and procedure, that existing Bylaws should be improved in specific ways, and that more attention by individuals should be dedicated to the stated mission of the PGSS: “To promote and enhance collegial relations amongst members”.

Introduction
The Board of Directors of the Post Graduate Students Society of McGill University is seized with a most unfortunate situation. Since the beginning of the term of the current Council, relations – particularly among Council executives and others holding titled positions – have been fraught with a lack of civility, a high level of personal disrespect and an overall sense of distrust. As a result of specific allegations made amongst such officers, the Board of Directors (the “BoD”) has been obligated to spend an inordinate amount of time addressing such concerns. As will be described herein, the BoD is of the view that the alleged complaints cannot be supported by evidence, despite the BoD’s best efforts at discovery. Nevertheless, the BoD is tasked with sorting through the information before it in order to provide the PGSS with a sense of resolution of this matter. As will be described below, one of the central problems giving rise to this situation is the fact that there is no adequate mechanism in place to deal with deteriorating relationships between PGSS members.

It is important for the BoD to emphasize that the process of investigation was extremely difficult. The difficulty did not stem from the inherent laboriousness of the task, although it was time-consuming and challenging to sort through the information provided and draw reasoned conclusions. The true difficulty came from the burden of witnessing PGSS members demonstrate extreme distress when recounting their experiences.
The BoD found the most prominent allegation -- that of sexual harassment -- to be particularly troubling. The BoD is particularly sensitive to the fact that individuals who have been the victim of sexual harassment can sometimes find themselves to be re-victimized through the process of reporting and seeking a resolution to the harassment. The BoD wrestled with its analysis of the situation and gave particular deference to the claimant. However, the BoD also recognizes that the mere allegation of sexual harassment is extremely serious in and of itself, and can result in significant personal and professional consequences to those accused, regardless of whether or not the allegations are subsequently substantiated. As shall be described below, however, the BoD is not a court of law and therefore lacks certain mechanisms that could afford it the ability to make a conclusive finding of facts.

 Authorities
The BoD and the PGSS are governed by a variety of rules, both internal and external. Internally, the PGSS and the BoD are governed by the following documents (in descending order of importance, per Section 5 of the PGSS Bylaws):

1. Letters Patent;
2. Bylaws;
3. Corporate Affairs Manual;
   a. Robert’s Rules of Order, where not superseded by the Bylaws
4. Society Activities Manual;
   a. Robert’s Rules of Order, where not superseded by the Bylaws
5. Business Activities Manual;
6. Policy and Position Manual; and
7. Contracts.

Externally, the PGSS and the BoD are governed by a variety of applicable legislation, including (but not limited to) the Québec Companies Act, the Civil Code of Québec, and the Québec Charter of Human Rights and Freedoms.

Under the Québec Companies Act, the BoD and all those holding titled position have a duty and responsibility to act first and foremost in the interests of the PGSS. It is in the opinion of the BoD that certain of those holding titled position have breached their duty to the PGSS in several ways, the specifics of which will be provided below. It is the BoD’s position that individuals have sought to advance their own agendas at the expense of the greater good of the PGSS.

 Background
This situation has arisen because certain individuals holding titled positions in the PGSS have made specific allegations against other individuals holding titled positions. Under the advice of legal counsel, the BoD is required to respect the confidentiality of all individuals involved and therefore cannot and will not repeat the full allegations publicly. The BoD will disclose issues discovered and the actions taken to address them. It is deeply unfortunate that certain allegations have already been published in the McGill Daily. (In fact, the allegations were disclosed to the media even before they were shared with the BoD.) It suffices to say that the allegations are concerned with matters of sexual harassment, psychological intimidation (both on an individual and group basis), and discriminatory behavior.

The BoD takes such accusations extremely seriously. Both the Civil code of Québec and the Québec Charter of Human Rights and Freedoms prohibit harassment and discrimination. Furthermore, a board
of directors is obligated to act in cases of harassment. Finally, aside from its legal responsibilities, the individual members of the BoD condemn any such behavior.

In addition, the BoD is of the view that the allegations giving rise to this report cannot be viewed as isolated incidents and must be placed within a context of infighting, incivility and ad hominem attacks resulting from legitimately held political differences. For example, and as will be more thoroughly detailed below, the allegations giving rise to the BoD’s investigation and this letter were made in close temporal proximity to the dissemination of a censure motion against certain individuals to Council. The censure motion was in reaction to behavior that took place at the hustings of February 20th, 2013, which was itself a step in a litany of similar such behavior. As a result, the BoD is deeply concerned about the circumstances under which the allegations were brought forward. The BoD has found:

1. an inability to corroborate most of the accusations;
2. the inclusion of verifiably false statements; and
3. a lack of context given to much of the complained-of behavior that, given the larger context of incivility and political difference, left the BoD believing there was a deliberate attempt to mislead its investigation.

These findings have left the BoD to feel as if there was an attempt to insert the BoD into an essentially political process between titled members of the PGSS. If this is the case, this would be a deeply inappropriate, wasteful and cynical act.

As noted above, through its investigation the BoD has received credible, corroborated information that has led it to conclude that certain individuals engaged in behavior that, while not giving rise to the BoD’s initial involvement, demands the BoD’s attention.

**Process**
Over the past several weeks, the BoD has met in person and by telephone on multiple occasions. The BoD solicited written statements from those directly or indirectly implicated in the events or with materially relevant information. The BoD then invited those individuals to meet with the BoD. The BoD conducted interviews with those same individuals. The BoD has received – and continues to receive – legal advice from qualified, third-party legal counsel. The individual members of the BoD have spent a significant amount of time seriously considering these matters and attempting to respond in a thoughtful and reasoned manner.

Some PGSS members have asked why the BoD has not issued a response sooner or why the BoD has revisited issues, such as the February 20th Hustings, repeatedly. The BoD has determined that the gravity of the accusations demands that the process of crafting a response be deliberate. For the BoD, the process of examining the behavior of the Society began in earnest after the February 20th hustings. Due to the complexity of the matter, the BoD first addressed its direct purview - the actions of employees of the corporation and those making use of PGSS resources, including Thomson House - before turning its attention to the behavior within the Society. The most recent allegations have added further complexity, requiring additional research and consideration.

The BoD has spent an extraordinary amount of time addressing the matter at hand. The BoD has conducted multiple meetings, many of which have started in the early evening and have stretched into the next morning. The individual members of the BoD have each read through hundreds of pages of
documents. The BoD’s goal has been to seek to understand the facts of the situation while avoiding the political disagreements that surround the allegations.

In many ways, the BoD is not the ideal venue to be deciding the complicated issues raised in the allegations. While the BoD conducted a careful investigation in accordance with the process outlined in Section 63 of the 11th version of Robert’s Rules of Order, the BoD is not a tribunal and its ability to render judgment is therefore limited. With no ability to compel witnesses or to take testimony under oath, the BoD’s findings must be qualified. Nevertheless, the BoD has embarked on an earnest, good faith assessment of the facts as they have been presented. The BoD has inquired as to the basis for such facts and wherever possible, has made a determination as to the accuracy of such facts.

On April 11th, 2013, the BoD passed a motion asking all parties involved in allegations of harassment to maintain public confidentiality of all the discussed documents and evidence that had been presented to the BoD. We understand that this resolution would result in stilled debate but it was absolutely necessary given the severity of the allegations and potential damaging consequences public discussions could have on the individuals. It is important to note that while the allegations were serious they were not at the time substantiated. As such, this resolution binding the parties to confidentiality was a means to protect all parties from potentially being accused of making defamatory comments, to allow the BoD to conduct an investigation with minimal outside pressure and interference, and to protect the best interests of the PGSS. Allegations of harassment are taken extremely seriously by the BoD but they must remain private at least until the evidence can be substantiated through a proper investigation.

It is important for all to note that the BoD is a distinct body, existing independently from Council. While the members of the BoD serve with the ratification of the membership, the BoD is an independent body from Council with a separate purview. The BoD’s mandate is to protect the best interests of the PGSS, and this may mean that in certain instances (such as the present instance) the BoD may decide to limit what information it discloses to the public. In this case, the BoD has determined that much of the information is sufficiently sensitive and damaging to the individuals involved that it behooves the BoD to refrain from disclosing such information to the PGSS and to the broader public. Such sensitive and potentially damaging information goes far beyond the specific allegations (which, as noted above, were unfortunately disclosed to the McGill Daily prior to being disclosed to the BoD and prior to the motion of April 11th, 2013). In fact, much of the most sensitive information was elicited as a result of the interviews the BoD conducted with the parties involved. As such, the BoD has determined that much of the supporting information – particularly the witness statements – shall remain confidential. The BoD has obtained independent legal advice and has concluded that it may lawfully refrain from disclosing such information. The BoD recognizes, however, that this will be frustrating from many members who want to know the “whole story”. Finally, the BoD wishes to emphasize the following points:

1 The BoD approached this task in good faith, with objectivity and without prejudice;
2 Any members of the BoD who were implicated in the allegations (and the subsequent revelations) did not participate in the process beyond providing statements to the BoD; and
3 The BoD’s goal is to protect the PGSS’ best interests, and particularly to advance the Purposes of the PGSS as set out in Section 2 of the Bylaws.

Beyond this, the BoD has no particular interest in the outcome.
Recommendations

As will be discussed elsewhere in this statement, the BoD believes the PGSS has need of a clear grievance process and will work towards putting such a process in place as soon as possible. The BoD notes that students may always make use of the student grievance process to address their concerns. Furthermore, students, like anyone else, have the right to recourse to bodies outside the PGSS and the university as a whole.

In developing its recommendations for such processes, the BoD has remained cognisant of its mandate and the procedures by which it must interact with other bodies of the PGSS, as described in the governing documents of the Corporation. Consequently, the recommendations include actions that will be undertaken directly by the BoD, as well as recommended actions that must be initiated by Council and developed with the participation of the BoD. The BoD strongly encourages Council to consider these recommendations in committee and implement them as soon as possible. Based on the Bylaws, the BoD feels that Council is the only appropriate body to oversee the policies and procedures by which members of the Society shall conduct themselves.

Primarily, the BoD feels that this situation is, to a significant extent, a result of an ongoing incivility between members of the PGSS, both among those in titled and non-titled positions. The BoD reminds all members of the PGSS that Section 2 of the Bylaws establishes that one of the central purposes of the PGSS is “To promote and enhance collegial relations amongst members.” It seems that this goal has been woefully neglected. The BoD recognizes that civility seems to be on a decline, not simply within the PGSS, but within the larger society. As a result, a variety of organizations have had to institutionalize civility. With some reluctance, the BoD plans on recommending such an institutionalization of civility within the PGSS. Ideally, such an institutionalization of civility would not be necessary. However, the BoD believes that without such a rule the climate of incivility will be allowed to grow unchecked. PGSS members, whether or not in titled positions, should remember that another of the central purposes of the PGSS, per Section 2 of the Bylaws, is “To offer opportunity for free and informal discussion of issues of concern to members.” The BoD takes the position that “free and informal discussion” of differences of viewpoint is stifled by certain behaviour. The BoD recognizes that while politics is inherently adversarial, Council, and the meetings of its committees, must proceed in a manner of mutual respect. As such, applause, heckling, insults, overly demonstrative displays (whether in victory or defeat), slamming of doors, shouting and other examples of improper or overly demonstrative behavior have no place at the PGSS.

Finally, the BoD has concluded that it must make specific recommendations with regards to both the activities of the corporation, and individuals performing services for the Society.

Sexual Harassment

The BoD has spent many hours vetting a considerable body of evidence, including statements from neutral sources, surrounding claims of sexual harassment. After many hours of fact finding, analysis, and deliberation, the BoD believes that the evidence presented does not support the claim that sexual harassment occurred. Moreover, the BoD must stress that, at this point and under the advice of legal counsel, there is a legal obligation upon the BoD to treat these allegations in a confidential manner, to be discussed only between the parties involved and the BoD. It is this obligation and the public manner in which the claims of sexual harassment have been shared that motivated the motion passed on April 11th, 2013, discussed previously, and continues to motivate the BoD in respecting the confidentiality, privacy, and legal rights of those involved.
Regardless, the BoD condemns all forms of harassment, and is committed to its prevention and its immediate cessation, when it does occur at the PGSS. As such, the corporation will be implementing, amongst other measures, mandatory training of PGSS Executives and Commissioners with regards to promoting mutual respect and an environment free of all forms of harassment.

**The Equity Commissioner**

In the course of the BoD investigation, we have found evidence that implicates the Equity Commissioner as having acted outside her authority as Equity Commissioner, against the best interests of the Society, and in a manner vexatious to her colleagues. Several officers and employees have expressed reticence in fulfilling their roles and responsibilities in the Society for fear of unreasonable and disproportionate political or procedural retaliation, fears we do not find to be unwarranted. The recent censure motion passed by Council in April speaks towards the Equity Commissioner "contributing to an unsafe, hostile, and inequitable working environment for a PGSS employee". Moreover, there have been a number of documented and demonstrable instances where the Equity Commissioner has exhibited aggressive and abusive behaviour that is unacceptable for any member, let alone a titled position holder within this Society.

The BoD’s recommendations here may come as a surprise to some members as this has never been the topic of public discussion previously. Up until recently the BoD has operated under the belief that the majority of the complaints it received were a Society matter which according to the Bylaws, Council has purview over. The BoD believes that it is now necessary to address concerns over the Equity Commissioner because the Equity Commissioner has, through her actions, damaged the reputation of the PGSS and lost sight of the fiduciary responsibility that all titled positions have, to first and foremost act in the best interests the Society. For greater clarity, the BoD wishes to emphasize that the principal drivers behind its recommendations are not these prior complaints. We note them in order to provide context. However, the BoD’s conclusions are based on facts that are either publicly documented or witnessed firsthand by the board and are independent of the earlier complaints.

It has been clearly demonstrated that the Equity Commissioner has repetitiously and maliciously abused process. Since January of 2012, the Equity Commissioner has been involved in submitting no less than four motions for the censure against a current executive, firstly in his role as Council Commissioner, and subsequently as Secretary General. These various censure motions have been submitted to all governing bodies of the PGSS: Council, the Executive Committee, the Board of Directors, and the Annual General Meeting (AGM). As the Equity Commissioner is not a member of the Executive Committee or the Board of Directors, these motions were ruled out of order; at the AGM, the motion, of which she was a secondary mover, was removed from the floor as an amendment to the agenda, while at Council, the motion failed with the Equity Commissioner as the sole vote in favour. The Academic Affairs Officer also had a censure motion (of which the Equity Commissioner was a secondary mover) brought against him at the AGM; it was similarly removed from the floor as an amendment to the agenda. It would appear that Equity Commissioner has often chosen to abuse procedure to harass her colleagues, burdening the individuals and the society at large with significant procedural costs in order to respond. Also within the motion of censure recently passed against the Equity Commissioner, she was censured for “threatening a PGSS officer in an attempt to coerce the officer to vote a certain way at the McGill Senate” in regard to her behavior at the McGill Senate meeting on March 20th, 2013, where she alluded to a potential impeachment motion against the Secretary General.

It is also apparent, that the Equity Commissioner has repeatedly put her own agenda above the good of the Society. In going to the McGill Daily with a copy of the letter sent to the BoD of the PGSS, the Equity
Commissioner exhibited extremely poor judgment and we see this as a failure on her part to, as the Equity Commissioner, protect the Society and act in its best interest as a commissioner of the Society. We find it unseemly that the Equity Commissioner, someone who should be aware of the extremely sensitive nature of sexual harassment claims, was instrumental in making these allegations public. To begin with, such public claims are in violation of the Society’s Rules of Order on how to handle investigations into conduct, as well as generally accepted practices regarding the confidentiality of claims between members of an organization. As these allegations are now being circulated publicly, PGSS Officers have been approached by members of the McGill Staff and Administration, as well as others within the McGill and the surrounding academic communities. This is an unacceptable breach of privacy for the individuals involved and severely damaging to the PGSS’s reputation, not only within the McGill community, but throughout the academic community at large. As, to the best of the BoD’s ability to determine, the claims are unsupported, it exposes both the PGSS and the Equity Commissioner to complaints by the accused of defamation or libel - of which the PGSS wants no part.

The Equity Commissioner has cynically invoked an equity issue to further her own political goals. In doing so, she has breached her responsibilities to the PGSS by publicizing unsubstantiated allegations made against a member of the executive as well as members of the staff. In the course of her campaign to discredit the PGSS and members of its senior executive, the Equity Commissioner has engaged in behaviour that the BoD considers to be misleading, deceptive and amounting to a breach of her responsibilities to the PGSS. Because this collectively demonstrates conduct unbecoming of a commissioner of the PGSS, the BoD hereby recommends that the Equity Commissioner be removed from her position. The PGSS Board of Directors recommends to Council that they make the following motion:

WHEREAS the Equity Commissioner has abused procedure to harass her colleagues,
WHEREAS the Equity Commissioner has deliberately misled Governing Bodies of the Society in an attempt to further personal political goals,
WHEREAS the Equity Commissioner has already been censured for “contributing to an unsafe, hostile, and inequitable working environment for a PGSS employee and for threatening a PGSS officer in an attempt to coerce the officer to vote a certain way at the McGill Senate”,
WHEREAS The Equity Commissioner has exposed the Society to unacceptable liability and failed to act in the best interest of the Society to which she has a fiduciary duty,
BIRT Gretchen King be removed from the position of Equity Commissioner.

The BoD recognizes that the former External Affairs Officer is party to some of the behavior that is motivating the motion to remove the Equity Commissioner, specifically a breach of fiduciary duty. However, there is a question of degree that distinguishes the severity of an individual’s behavior in the eyes of the BoD. While the former External Affairs Officer’s actions deserve scrutiny, the BoD feels the Council’s pending motion of censure against the former External Affairs Officer and that individual’s own resignation effective May 1st, 2013 are sufficient actions in this case.

Civility and Appropriate Behavior
While there has been an attempt to characterize events as systemic oppression, the BoD has found those claims to be unsubstantiated and instead believes there are significant cultural flaws within the PGSS that are, at their base, attributable to two factors: 1) a general lack of civility; and 2) general ignorance about the rules by which the PGSS is governed. This ignorance may or may not be willful, but it results in hostile interpretations of behavior that are not only within the Bylaws and Rules of Order, but are often commendable, if not innocuous. This environment has also highlighted the need for all
holders of titled positions to act in a professional manner at all times, particularly within the confines of Thomson House.

Thomson House is a commercial establishment that serves alcohol. Unsurprisingly, Thomson House has seen some overindulgence and dubious behavior by members and holders of titled positions alike. The BoD has been apprised of anecdotes describing a culture of alcohol consumption among past titled position-holders, and compared to those accounts, the behaviour of the current team of titled position-holders represents a significant improvement. However, there remains a particular culture of informal socializing amongst holders of titled positions that could be easily cast in positive or negative lights. While, to some degree, such spirited socializing may represent collegiality and trust between the leaders of the PGSS, it demonstrates poor judgment when it occurs in excess and within the confines of the Thomson House or any other public venue. The BoD does not expect its officers to avoid drinking, however, the BoD does believe that, despite Thomson House being a restaurant and bar, the venue’s additional role in the governance and business of PGSS trumps its other functions with respect to determining acceptable conduct for any holder of a titled position. Thomson House is not just a social club for Directors, Executive, Commissioners or Councilors; for them, it is a forum for representing the PGSS Membership and they must act accordingly. The Executive, being the leading representatives of the Society, are expected to hold themselves to the highest standards in this regard and should set an example for other holders of titled positions, Councilors and the membership at large.

The BoD questions whether allegations of a hostile, oppressive political environment have derived from, or led to, the lack of understanding of PGSS rules and procedure displayed in some of the complaints and allegations the BoD has received. Whatever the reason, it is unacceptable that title holders and Councilors are unaware of (or are willfully blind to) the Bylaws and Robert’s Rules of Order, both of which govern PGSS. Knowledge of the rules of the PGSS is a fundamental responsibility of all members, and is a particularly important responsibility of members in titled positions, given that they wield a considerable amount of power and influence. Pursuant to Section 3 of the Bylaws, all members are required “To be familiar with the governing documents that determine one’s membership rights and responsibilities.” Furthermore, pursuant to Chapter 4 of the Society Activities Manual, “Council members shall ensure that they are adequately prepared to participate productively in discussions within the boundaries established by Council.”

Notwithstanding the above requirements, ignorance of the rules has led to allegations being made about bullying or oppressive behavior because of interruptions during Council. The cases cited include an interruption that was alleged to have been both racially discriminatory and an abuse of power, when recordings clearly show that the interruption was a Point of Personal Privilege acceptable within Robert’s Rules of Order with no racial overtones whatsoever. Furthermore, according to those same rules, it is an issue that should be addressed at the time of the objection to the individual responsible for enforcing the rules of order, such as the Council Chair, and not the individual invoking the point of personal privilege.

The BoD has also been asked to act in various ways because of the same type of ignorance, which includes our perceived responsibility to title holders as PGSS employees or because it is believed the Executive are representatives of the board. The Bylaws clarify the definition of employee, which definitively excludes the BoD, Executive, Commissioners, Councilors and others. Likewise, the Bylaws clarify the relationship of the BoD to the executive and other bodies and in no way suggests the Executive are representatives of the BoD.
Better knowledge of the Bylaws and Rules of Order would improve understanding of what occurs within the governance of PGSS and mitigate the spurious claims and poor feelings that derive from these misunderstandings.

Despite encouraging better understanding and use of the Bylaws and practices, the BoD recognizes that Bylaws and procedure can be abused which can result in harassment, intimidation, coercion, etc. Just as there are vexatious litigants in the court system, there can be an abuse of process where governance is concerned. The BoD did examine this possibility when considering the allegations and did not find evidence to suggest any of the titled position holders engaged in such an abuse of process aside from the Equity Commissioner. However, we believe some individuals perceived otherwise, possibly as a result of a lack of knowledge of the procedures and Bylaws. While the BoD respects that PGSS operates under a democratic system and all members therefore have a right and a responsibility to actively participate, it is important that the members understand and accept that not all of their peers will agree with, and thusly support, their ideas and motions.

**Society Affairs**
From the Society Bylaws, the first section after the basic definition is as follows:

**Section 2: Purpose**
1. The corporation is constituted for the following purposes:
1.1. To establish and maintain a social club for members and their guests.
1.2. To promote and enhance collegial relations amongst members.
1.3. To offer opportunity for free and informal discussion of issues of concern to members.
1.4. To provide representation and advocacy for members.
1.5. To promote the educational and cultural interests of members.

The BoD believes quite strongly that too much of the Society’s recent business has been conducted without any attempt to promote or enhance collegial relations amongst members - particularly Councilors and titled officers. Free and informal discussion has been significantly impeded by *ad hominem* attacks and a general lack of civility, as well as a disrespect for individuals - as demonstrated towards the CRO at the February 20th husting. Advocacy for members has absolutely occurred, but the BoD perceives that advocacy for the membership as a whole is being neglected in favor of the opinions of a select few. The BoD has heard complaints of disenfranchisement and lack of democratic representation and believes that the problems outlined in this section, including knowledge of Bylaws, have contributed strongly to such feelings among PGSS members. A civil society requires civil debate, and the BoD feels actions must be taken to restore civility.

**Recommendations:**
While the BoD exists as an entity independent of Council, it has a vested interest in seeing Council conduct its affairs in a manner that befits its status as the representative body of graduate and post-doctoral students at McGill University. The BoD believes that the current climate of Council must improve, and is currently seeking external, professional consultants to address Council and provide training and resources to ensure all members can actively participate in a civil society. The process of providing the resources to make this happen will unfortunately take time and it will require an effort on the part of all active participants, in the meantime, to conduct themselves in a manner befitting statuses.
In accordance with the principals of the BoD’s purview, the BoD will not move to modify the Society Affairs Manual in an attempt to correct the perceived problems. The BoD will work with Council and the Governance Committee to examine the following recommendations and implement agreed-upon changes.

**Training**
Given that PGSS Executives and Commissioners must work closely with each other in their actions on behalf of the corporation, and that these activities are vital to the continued function of the PGSS, the BoD will be implementing mandatory training of PGSS Executives and Commissioners with regards to team-building, leadership, and professional conduct.

Significant Improvements need to be made in the training of all Councilors and holders of titled positions, including annual training in the following:

- Professional conduct,
- Equity, Diversity and Safe Work Environments,
- PGSS Bylaws and other governing documents, and

Furthermore, the BoD recommends that all members of Council must demonstrate some level of understanding of the Bylaws and Rules of Order to continue in their role within Council. While this may be difficult to achieve, the BoD will work with the relevant parties to examine what is possible.

**The Adoption of a Code of Conduct**
A Code of Conduct for all title holders and Councilors has been under discussion by the BoD for some time and it is regrettable that the same incidents, which so clearly demonstrate the need for a Code of Conduct, have also delayed the process of creating and adopting one.

**Limitations on Appointments**
In the interest of ensuring that each group has appropriate levels of advocacy and representation, the BoD recommends that there be further limitations on who can be appointed to positions. Specifically, the Board recommends that no titled positions can be filled by an active PGSA Council representative. This ensures that the governing bodies can be more independent of each other and the PGSAs. Likewise, no title holder can leverage or neglect their responsibility to their own PGSA.

**Public Access**
To improve the feeling of representation, the BoD recommends that Council meetings be webcast and eventually live streamed. While Council meetings are already recorded in audio form, audio is relatively more difficult to follow when compared with the context provided by full video. The BoD believes the membership at large, particularly those without ready access to the McGill campus, would benefit from being able to witness the proceedings of Council. The BoD also hopes that this will help accountability within the PGSAs for the behavior of their representatives.

**Expansion of the Purview of the Student Support Committee for Conflict and Grievance Resolution**
As noted above, the apparent and regrettable deterioration in relations between PGSS representatives and other Society members has demonstrated inadequacies in the governing documents of the PGSS with regards to the resolution of interpersonal conflicts and grievances. Historically, the PGSS has
resolved these matters in an ad-hoc manner; thus, in the absence of a formal process, the BoD has taken in upon itself to resolve the situations described above by acting in the best interests of the Corporation. Inasmuch as the BoD has considered the events of the past months and the current climate of the PGSS, it has further deliberated on appropriate courses of action to prevent and resolve conflicts and grievances.

The continued growth of the Corporation, among its other constituted purposes including the promotion of collegial relations, behooves it to have clear and structured procedures for resolving conflicts when these relations break down. It is the opinion of the BoD that those acting on behalf of the PGSS can and should be able to resolve most of their differences of opinion and interpersonal conflicts through free and informal discussion, undertaken in good faith by those parties in disagreement. However, the BoD also recognizes that some disputes may require formal, confidential mediation, and in extreme cases, the filing of formal grievances in order to protect and preserve the rights of all parties involved.

In having rendered its conclusions and recommendations regarding recent allegations, the BoD affirms its stewardship of the best interests of the Corporation and its responsibility as the body ultimately responsible for all actions of the Corporation, including the resolution of grievances. However, it is the conclusion of the BoD that its mandate within the PGSS makes it unsuited to act as mediators in resolving interpersonal conflicts, and that a formal grievance procedure for those members acting on behalf of the PGSS must be put into place for the BoD to resolve these matters more effectively in the future. The PGSS depends on the contribution of dedicated volunteers from its membership to conduct its affairs, and these volunteers must have recourse to formal, confidential means of conflict resolution. As such, the BoD has identified the current roles and responsibilities of the Student Support Commissioner (SSC) and Committee on Student Support (CSS) as the entities whose mandates would be best suited for expansion to provide primary resources in mediating and resolving conflicts arising between PGSS members. Thus, the BoD recommends the following be considered at Council:

1. That the mandate of the SSC and the CSS be expanded to act as an impartial resource for the confidential mediation and resolution of interpersonal conflicts arising between PGSS members participating in the affairs of the Society.
2. That, should Council decide to take this action, that it request that the BoD contract an appropriate service provider to provide formal training of the SSC and CSS in conflict resolution and mediation.
3. That in all instances of mediation, the SSC and CSS be responsible for keeping detailed, confidential records of the source(s) of the conflict, and their resolution(s).
4. That, in the event that mediation fails to resolve the conflict to the satisfaction of all parties involved, that these parties have recourse to submit formal, written grievances to the SSC and CSS within 14 days, who will then forward this and all details of the attempted mediation to the BoD.
5. The BoD will then determine whether an outside HR consultant needs to be contracted for further mediation or other input.

Conclusion

There is no question that the events and accusations of harassment pertaining to the content of this report have been extremely trying and difficult for everyone involved. In its efforts to receive information and statements from all concerned parties, the BoD has spoken with PGSS members
actively participating in the Society that have clearly experienced duress as a result of their contributions, have wanted for a formal mechanism to resolve their grievances, and are dissatisfied with the current climate at Council. The BoD has done its utmost to investigate all the allegations and counter-allegations that have been made, and to obtain supporting evidence to the full extent of its capabilities. Moreover and as described in this report, the BoD is undertaking measures to formalize the resolution of conflicts and grievances, and it is actively working to ensure the policies and values of the Corporation are in-line with the academic community of which the PGSS is a part.

Allegations of harassment are extremely serious for any corporation and the BoD has considered these allegations with the scrutiny and concern with which they are due. The PGSS is committed to providing forums that are free of all forms of harassment, and new measures to achieve this have been described in this report. Moreover, all members of the BoD unequivocally condemn all forms of harassment, which have no place at the PGSS.

To the extent which is legally advisable, this report to Council has addressed the findings of the BoD with regards to the allegations that have been made of sexual and psychological harassment. These conclusions have been drawn from a process that, in the opinion of the BoD, was objective, impartial, and undertaken to protect the legal rights of all parties involved, including the best interests of the PGSS. The BoD reiterates that it is not a tribunal or a court of law, and that PGSS members, as students, may always make use of the student grievance process, or like anyone else, have the right to recourse to bodies outside the PGSS and the university as a whole.

Lastly, the BoD has gained new insights as to the current atmosphere of the PGSS Council and its Committees. It is the opinion of the BoD that specific claims of systemic oppression are not supported by the evidence that has been provided. Claims of hostility and disrespect may be attributed to a number of factors, including isolated incidences of exceedingly poor behaviour and judgment. The BoD is disheartened that many of those involved in providing their experiences to allegedly help resolve the issues addressed in this report may have leveraged their statements in what the BoD believes to be cynical attempts to achieve personal or political goals. The BoD has no purview over the affairs of Council, but it does have a vested interest in seeing Council regulate itself and continue to function effectively. Volunteers from the membership who actively participate in the Society provide advocacy and representation of the membership, fulfilling roles that are vital to the continued functioning of the Corporation. It is deeply unfortunate that the hostility that has clouded the PGSS community over the past year has fomented feelings of disenfranchisement and disappointment amongst the membership and as such it must now become a priority of the BoD to return a sense of civility and respect to the Society.

The PGSS Board of Directors
Erik Larson (Acting Chair)
Noah Billick
Martin Lennox
Danielle Meadows
Grayden Wagner
Called to Order 302PM

1.0 Business
1.1 Board of Directors report on Harassment Allegations public release

Motion to enter closed session (FAO)

Harassment Allegations
Discussion ensued

Motion to adjourn (D. Meadows) at 434PM
Directors

Secretary-General Jonathan Mooney, Financial Affairs Officer Erik Larson, Internal Director Danielle Meadows, External Director Grayden Wagner, External Director Noah Billick

Guests

Operations Manager Andre Pierzchala

7:28pm Meeting called to order

7:30pm Presentation by Me Irving Handelman

Discussion ensued

8:15pm Presentation by Mes Philippe-Andre Tessier and Martin Cote

Discussion ensued

9:00pm Presentation by Me Francois Longpre

Discussion ensued

BIRT the BoD approve up to $10,000 from the budget line "legal expenses" for external legal consultation.

Unanimously approved

9:30pm Meeting adjourned
Post-Graduate Students’ Society of McGill University
3650 McTavish Street, Montreal, Quebec
Board of Directors Minutes
Approved
May 29, 2013

Directors

**Financial Affairs Officer** Erik Larson, **Internal Director** Danielle Meadows, **Council Director** Guillaume Lord, **External Director** Grayden Wagner, **External Director** Noah Billick

**Motion regarding costs in responding to harassment allegations**
(Finance Officer/D. Meadows)

**WHEREAS** Directors have incurred out of pocket costs in working above and beyond the call of duty to provide a swift response to the Harassment Allegations

**BIRT** the Board of Directors approve $1000 allocation of funds from the budget line Board of Directors Discretionary Spending to be disbursed to Directors who present valid documentation.

*Motion passed.*

Meeting adjourned.