



**DAWSON STUDENT UNION W2024AGA-20
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 20
MEETING TYPE: REGULAR
FRIDAY, 24 MAY 2023 @1:00PM ET
HYBRID: DAWSON COLLEGE, AMPHITHEATRE RM. 4C.1 & ZOOM**

Land Acknowledgement: The Dawson Student Union conducts its activities on land which is the unceded traditional territory of the Kanien'kehá:ka (gah-nyen--geh-hah-gah). This land has also served as a gathering place for Abenaki, Anishinaabe and other nations. We recognize and respect the Kanien'kehá:ka as the traditional custodians of the lands and waters on which we meet today. Tiohtià:ke/Montréal is home to a diverse Indigenous population and the Dawson Student Union respects the continued connections with the past, present and future in our ongoing relationships with Indigenous peoples within the Montréal community and other communities across Canada.

AGENDA

- | | |
|--------|--|
| 1:00pm | 1. Adoption of the minutes |
| 1:05pm | 2. Presentation and Announcements |
| 1:10pm | 3. Reports <ul style="list-style-type: none">a. Student Council (written report)b. Executive Officers (written report)c. Auditor's Report (2023-2024 Financial Statements) |
| 2:00pm | 4. Special Orders <ul style="list-style-type: none">a. Appointment of the Auditor |
| 2:05pm | 5. New Business <ul style="list-style-type: none">a. Union Positions |
| 2:20pm | 6. Question Period |
| 3:00pm | 7. Adjournment |



W2024AGA-20-1

**DAWSON STUDENT UNION W2024AGA-20
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 20
MEETING TYPE: REGULAR
FRIDAY, 24 MAY 2023 @1:00PM ET
HYBRID: DAWSON COLLEGE, AMPHITHEATRE RM. 4C.1 & ZOOM**

1. Adoption of the minutes

ACTION REQUIRED

ANNEX: Draft minutes of the Annual General Assembly (AGA) held on 11 May 2023

ACTION REQUIRED:

Motion to adopt the minutes of the 2023 AGA as distributed



ANNEX: W2024AGA-20-1

**DAWSON STUDENT UNION W2023AGA-19
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 19
MEETING TYPE: REGULAR
THURSDAY, 11 MAY 2023 @6:00PM ET
VIA ZOOM**

The Chair confirmed quorum (30) and called the meeting to order at 6:41pm, starting with the land acknowledgment.

The Chair announced that agenda item 3a would be addressed before item 2.

1. Adoption of the Minutes

Motion proposed by Benjamin Savard to approve the minutes of the W2022 AGA
Seconded by Mariam Jawhar
The minutes were approved unanimously as distributed.

The Chair noted that the minutes of the Special General Assembly that was scheduled to be held on 1 February 2023 were not included in the AGA documentation.

Motion proposed by Sophia El Bakir to refer the adoption of the Special General Assembly (SGA) minutes to the Student Council
Seconded by Gurpreet Kaur
The motion was approved by unanimous consent.

Action Taken: The SGA minutes were approved by Student Council on 16 May 2023.

3. Special Orders

a. Appointment of the Auditor

Motion proposed by Sabrina Vuong to appoint BDO LLP Canada as auditor for the DSU's 2022-2023 Financial Year
Seconded by Sophia El Bakir
The motion passed unanimously

ANNEX: 2022-2023 BDO Canada LLP Engagement Letter

2. Reports

a. Student Council

The General Assembly noted the oral report given by the Chair, Kevin Contant-Holowatyj

ANNEX: Student Council Report

b. Executive Officers

The General Assembly noted the oral reports given by the Executive Officers:

- President: Gurpreet “Gigi” Kaur
- Vice-President Finance: Sabrina Vuong
- Vice-President Operations & Services: Hanane Aouchiche
- Vice-President Academics & Advocacy: Sophia El Bakir
- Vice-President Internal Affairs & Communications: Gabriela Aragon
- Vice-President External Affairs: Kiana Lalavi
- Clubs Coordinator: Thenral Nadarajah
- Events Coordinator: Alaa Ben Romdhane
- Past Vice-President Services & Sustainability: Benjamin Savard (resigned 1 May 2023)

ANNEX: Executive Officers Reports

c. Auditor’s Report (2022 Financial Statements)

The General Assembly noted the Auditor’s Report (2022 Financial Statements presented by Sabrina Vuong, VP Finance.

ANNEX: Auditor’s Report (2021-2022 Financial Statements)

d. Chief Returning Officer

The General Assembly noted the oral report of the Chief Returning Officer’s (CRO), Mariam Jawhar.

ANNEX: CRO Report

e. Accountability Officer Report

The Chair announced that the Accountability Officer was unable to attend the meeting and that this item would not be addressed.

ANNEX: Accountability Officer Report

Note: The Accountability Officer submitted a written report after the AGA.

4. Question Period

5. Adjournment

The Chair adjourned the meeting at 7:45pm.



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Montréal, Québec
H3B 2S1

January 3, 2023

Dawson Student Union
3040 Sherbrooke Street West
Westmount, Quebec H3Z 1A4

Dear Rina Alma Arlegui, Dear Sabrina Vuong,

We understand that you wish to engage us as the auditors of Dawson Student Union for its fiscal year ended May 31, 2023 and subsequent years.

We are pleased to perform the engagement subject to the terms and conditions of this Agreement, to which the attached Standard Terms and Conditions form an integral part. The definitions set out in the Standard Terms and Conditions are applicable throughout this Agreement. This Agreement will remain in place and fully effective for future years until varied or replaced by another relevant written agreement.

Yaffa Cohen, CPA will be the Engagement Partner for the audit work we perform for you. The Engagement Partner will call upon other individuals with specialized knowledge to assist in the performance of services.

Our Role as Auditors

We will conduct our audit(s) in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements prepared in accordance with Canadian Accounting Standards for Private Enterprises are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. Our audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by you, as well as evaluating the overall financial statement presentation.

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, there is an unavoidable risk that some material misstatements, whether by fraud or error, may not be detected, even though the audit is properly planned and performed in accordance with Canadian generally accepted auditing standards.

In making our risk assessments, we consider internal control relevant to your preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of your internal controls. However, we will communicate to you concerning any significant deficiencies in internal controls relevant to the audit of the financial statements that we have identified during the audit.

We will also communicate matters required by professional standards, to the extent that such matters come to our attention, to you, those charged with governance and/or the board of directors.



Reporting

Our audit will be conducted on the basis that the financial statements have been prepared in accordance with Canadian Accounting Standards for Private Enterprises.

Our independent auditor's report will be substantially in the form set out in Canadian Auditing Standard (CAS) 700. The form and content of our report may need to be amended in the light of our audit findings. If we are unable to issue or decline to issue an audit report, we will discuss the reasons with you and seek to resolve any differences of view that may exist.

Role of Management and Those Charged with Governance

You acknowledge and understand that you have responsibility for:

- (a) the preparation and fair presentation of the financial statements in accordance with Canadian Accounting Standards for Private Enterprises. The audit of the financial statements does not relieve you of your responsibilities;
- (b) such internal controls as you determine are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; and
- (c) providing us with:
 - access, in a timely manner, to all information of which you are aware that is relevant to the preparation of the financial statements such as records, documentation and other matters;
 - additional information that we may request for the purpose of the audit;
 - unrestricted access to persons within the entity from whom we determine it is necessary to obtain audit evidence;
 - financial and non-financial information (other information) that will be included in document(s) containing financial statements and our audit report thereon prior to the date of our auditor's report. If it is not possible to provide all the other information prior to the date of our auditor's report, you are responsible for provision of such other information as soon as practicable; and
 - written confirmation concerning representations made to us in connection with the audit. If appropriate and adequate written representations are not provided to us, professional standards require that we disclaim an audit opinion.

Communication with the Securities Regulators

If the financial statements, supporting schedules and our audit thereon are included in a document required by securities legislation, they may be subject to review and comment by the staff of a securities regulator and to their interpretation of the applicable rules and regulations. This may involve discussions and communications with them, and/or the submission of supplemental data in connection with their review. You agree to inform us of any discussion, communication or submission, which may have bearing on the financial statements, schedules and other financial data in the filings and furnish us with copies of related written communications. If we are involved in such communications with the staff of a securities regulator, we will inform you and provide you with copies of the relevant communications.



Financial Statement Services

We will obtain your approval, if during the course of our engagement we:

- (a) prepare or change a journal entry; or
- (b) prepare or change an account code or a classification for a transaction.

As agreed, we will provide assistance in the preparation of the financial statements.

These services create a threat to our independence. We, therefore, require that the following safeguards be put into place:

- (a) that you create the source data for all accounting entries;
- (b) that you develop any underlying assumptions for the accounting treatment and measurement entries; and
- (c) that you review and approve the draft financial statements, including the notes to the financial statements.

Tax Services

In addition to the assurance services discussed above, we may be requested by you to prepare corporate tax returns. The returns will be prepared based upon the information supplied by you. We will not review or otherwise attempt to verify the accuracy or completeness of such information. We will utilize the information you have already provided to our engagement personnel to the extent that the material is available and relevant to the preparation of the returns. It may be necessary for us to request further information. You should review all tax returns carefully before filing to confirm that they are true, correct and complete. The responsibility for the prevention and detection of fraud, error or other similar irregularities must remain with you.

Your returns are subject to review by the taxation authorities who may not agree with your tax positions. You are responsible for retaining adequate documentation that form the basis of your tax return. If an examination occurs, documentation may be requested to support items and positions reported on the tax returns. Penalties may apply for failure to maintain adequate documentation. Any items reassessed against you by the taxation authorities are subject to certain rights of appeal. In the event of any tax audit, we will be available to represent you for a mutually agreed upon fee.

Regardless of any tax return preparation services we provide to you, you will remain responsible for filing your tax returns and any additional reporting (if applicable) with the appropriate authorities on a timely basis, unless we undertake, in writing, to do so on your behalf. Notwithstanding the foregoing, in the event that we agree to file tax returns on your behalf, you acknowledge and agree that you remain solely responsible for providing us with the documents and information required to make a timely filing, which includes written authorization to file the return on your behalf. We assume no responsibility or liability for any fees or penalties associated with a late filing where you have failed to fulfil your responsibilities.

Our fee as indicated below is based on the assumption that all information required to prepare any required tax returns is provided on a timely basis. Our fee may need to be adjusted if there is a delay in providing this information to us. To the extent that there are unanticipated tax issues that require additional research to complete the tax return or should additional work be required



on BDO's part to accumulate any schedules, information, calculations, etc., necessary to support the information required to be disclosed in the tax returns, additional fees shall be charged at our standard hourly rates based upon the increased time and expenses incurred by BDO personnel. In addition, the fee quoted does not include services related to responding to notices or inquiries from taxing authorities.

We will discuss with you any filing positions which, if taken, have the potential to give rise to a material adverse assessment or reassessment by the taxing authorities. If such an assessment or reassessment occurs, any additional tax that arises will be your responsibility. In addition, we cannot be responsible for interest and penalties assessed against you in connection with your tax affairs. Therefore, should any interest or penalty be assessed, they shall be your responsibility.

Our audit is conducted primarily to enable us to express an opinion on the financial statements. The audit process is not designed to provide us with a full understanding of your tax situation and in particular, to allow us to determine whether the entity has specific tax compliance issues. We will, however, provide advice on an ongoing basis on general tax matters as requested by you. To the extent that tax services requested by you are not covered by a separate engagement letter, the terms of this Agreement shall apply to the tax services.

Additional Services

We are available to provide a wide range of services beyond those outlined in this Agreement. To the extent that any additional services that we provide to you that are not provided under a separate written engagement agreement, the provisions of this Agreement will apply to the services.

Fee Estimation

Our professional fees will be based on our billing rates which depend on the means by which and by whom our Services are provided. Our billing rates may be subject to change from time to time at our discretion with or without notice to you.

We will also bill you for our out-of-pocket expenses, our administrative and technology charge, and applicable Goods and Services Sales Tax, Harmonized Sales Tax, Quebec Sales Tax and Provincial Sales Tax. Our administrative and technology charge is calculated as 7% of our professional fee and represents an allocation of estimated costs associated with our technology infrastructure and support staff time costs.

Our accounts are due when rendered and invoiced amounts are deemed to be earned when paid. BDO may suspend the performance of Services in the event that you fail to pay an invoice when it is due. Fees that are not paid within 30 days of an invoice or by a specified payment deadline will be considered delinquent. Interest may be charged at the rate of 12% per annum on all accounts outstanding for more than 30 days.



Standard Terms and Conditions

A copy of our Standard Terms and Conditions is attached as Appendix 1. You should ensure that you read and understand them.

Please sign and return the attached copy of this Agreement to indicate your agreement with it. If you have any questions concerning this Agreement, please contact us before signing it.

It is a pleasure for us to be of service and we look forward to many future years of association with you.

Yours truly,

BDO Canada s.r.l./S.E.N.C.R.L./LLP¹

¹ CPA auditor, public accountancy permit No. A118902

Agreement of all the terms and conditions in this Agreement is hereby acknowledged by:

<hr/>	
Signature	Date
Rina Alma Arlegui	Administrative Director
Name (please print)	Position

Agreement of all the terms and conditions in this Agreement is hereby acknowledged by:

<hr/>	
Signature	Date
Sabrina Vuong	VP Finance
Name (please print)	Position

Please carefully review this Agreement, which includes the attached Standard Terms and Conditions, prior to signing it. A complete copy of the signed engagement letter should be returned to us.



Appendix 1 - Standard Terms and Conditions

1 Overview and Interpretation

1.1 This Agreement sets forth the entire agreement between the parties in relation to Services and it supersedes all prior agreements, negotiations or understandings, whether oral or written, with respect to Services, including without limitation any non-disclosure agreements entered into in advance of this Agreement. This Agreement applies to Services whenever performed (including before the date of this Agreement). To the extent that any of the provisions of the accompanying letter conflict with these Standard Terms and Conditions, these Standard Terms and Conditions shall prevail. This Agreement may not be changed, modified or waived in whole or part except by an instrument in writing signed by both parties.

1.2 In this Agreement, the following words and expressions have the meanings set out below:

This Agreement - these Standard Terms and Conditions, the letter to which they are attached, supporting schedules or other appendices to the letter, and any Summary of Services letters issued in future years

Services - the services provided or to be provided under this Agreement, and any other services which we agree to provide to you subsequent to the date of this Agreement that are not covered by a separate engagement letter

We, us, our, BDO - refer to BDO Canada LLP, a Canadian limited liability partnership organized under the laws of the Province of Ontario

You, your - the party or parties contracting with BDO under this Agreement. You and your does not include BDO, its affiliates or BDO Member Firms

BDO Member Firm or Firms - any firm or firms that form part of the international network of independent firms that are members of BDO International Limited

Confidential Information - all non-public proprietary or confidential information and Personal Information, including Client Documents

Personal Information - personal information that is or could be attributed to identifiable individuals

Client Documents - information (including internal financial information and internal records and reports) provided to us by you or on your behalf in connection with the performance of the Services

2 BDO Network and Sole Recourse

2.1 BDO is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international network of independent member firms (i.e. BDO Member Firms), each of which is a separate legal entity.

2.2 We may use other BDO Member Firms or subcontractors to provide Services; however, we remain solely responsible for Services. You agree not to bring any claim or action against another BDO Member Firm (or their partners, members, directors, employees or subcontractors) or our subcontractors in respect of any liability relating to the provision of Services.



- 2.3 You agree that any of our affiliates, subcontractors, and other BDO Member Firms and any subcontractors thereof whom we directly or indirectly involve in providing Services have the right to rely on and enforce Section 2.2 above, as well as all liability protections contained herein, as if they were a party to this Agreement. For greater certainty, you agree that other BDO Member Firms that are subcontractors may enforce any limitations or exclusions of liability available to us under this Agreement.

3 Respective Responsibilities

- 3.1 We will use reasonable efforts to complete, within any agreed-upon time frame, the performance of Services.
- 3.2 You shall be responsible for your personnel's compliance with your obligations under this Agreement. We will not be responsible for any delays or other consequences arising from you not fulfilling your obligations.

4 Working Papers and Deliverables

- 4.1 **Ownership** - All reports (including assurance reports where applicable), written advice, working papers, and internal materials created or developed by us pursuant to this Agreement are owned by us, and we retain all property rights therein. All Client Documents continue to be your property, provided that we retain copies of such documents as necessary for our internal record keeping (including as required to comply with our professional obligations).
- 4.2 **Oral advice and draft deliverables** - You should not rely upon any draft deliverables or oral advice provided by us. Should you wish to rely upon something we have said to you, please let us know and, if possible, we will provide the information that you require in writing.
- 4.3 **Translated documents** - If you engage us to translate any documents, advice, opinions, reports or other work product of BDO from one language to another, you are responsible for the accuracy of the translation work.
- 4.4 **Reliance by Third Parties** - Our Services will not be planned or conducted in contemplation of or for the purpose of reliance by any party other than you, and are intended for the benefit of only you. Items of possible interest to a third party will not be addressed and matters may exist that would be assessed differently by a third party, possibly in connection with a specific transaction. The receipt by any third parties of any advice, opinions, reports or other work product is not intended to create any duty of care, professional relationship or any present or future liability between such third parties and us. For greater certainty, we expressly disclaim any liability of any nature or kind resulting from the disclosure to or unauthorized reliance by any third party on our advice, opinions, reports or other work product.
- 4.5 **Consent to use the Report** - Nothing in this Agreement shall be construed as consent to the use of our report in connection with a continuous disclosure document, a public or private offering document, an annual report or any other document and we expressly do not provide such consent. If you request consent for the use of our report, we will consider, at the relevant time, providing consent and any conditions that we may attach to such consent. Our consent must be in writing.
- 4.6 **Consent requests** - In order to provide consent, professional standards require that we read the other information in the related document and consider whether such information



is materially inconsistent with the related financial statements. Any consent request must be made on a sufficiently timely basis to allow us to consider your identification and resolution of events occurring in the period since the date of our report, and to obtain updated written representation letters. Such procedures will be performed at your cost and will be documented in a separate engagement letter.

5 Confidentiality

- 5.1 We will use Confidential Information provided by you only in relation to the Services or for internal and administrative purposes. We will not disclose any Confidential Information, except where required by law, regulation or professional obligation. You agree, however, that we may disclose Confidential Information to other BDO Member Firms or other subcontractors assisting us in providing Services, provided that such parties are bound by reasonable confidentiality obligations no less stringent than in this Agreement.

6 Analytics

- 6.1 Notwithstanding any other provision, BDO uses Confidential Information to develop, enhance, modify and improve technologies, tools, methodologies, services and offerings and for data analytics and other insight generation, including by aggregating de-identified data. Information developed in connection with these purposes may be used or disclosed to current or prospective clients as part of service offerings, however BDO will not use or disclose any Confidential Information in a way that would permit you to be identified.

7 Privacy and Consent for Use of Personal Information

- 7.1 In order to provide our Services, we may be required to access and collect Personal Information of individuals that is in your custody. You agree that we may collect, use, store, transfer, disclose and otherwise process Personal Information as required for the purpose of providing the Services. Personal Information may be processed in various jurisdictions in which we or applicable BDO Member Firms and subcontractors providing Services operate and as such Personal Information may be subject to the laws of such jurisdictions. Personal Information will at all times be collected, used, stored, transferred, disclosed or processed in accordance with applicable laws and professional regulations and we will require any service providers and BDO Members that process Personal Information on our behalf to adhere to such requirements. Any collection, use, storage, transfer or disclosure of Personal Information is subject to BDO's Privacy Statement available at <https://www.bdo.ca/en-ca/legal-privacy/legal/privacy-policy/>.

- 7.2 You represent and warrant that:

- (a) you have the authority to provide the Personal Information to us in connection with the performance of our Services, and
- (b) the Personal Information provided to us has been provided in accordance with applicable law, and you have obtained all required consents of the individuals to whom such Personal Information relates in order to permit BDO to collect, use and disclose the Personal Information in the course of providing the Services.

8 Independence

- 8.1 Professional and certain regulatory standards require us to be independent, in both fact and appearance, with respect to our clients in the performance of our Services. We will communicate to you any relationships between BDO (including its related entities) and you



that, in our professional judgment, may reasonably be thought to bear on our independence.

9 Offers of Employment

- 9.1 Any discussions that you, or any party acting on your behalf, have with professional personnel of our Firm regarding employment could pose a threat to our independence. Your recruitment of an engagement team member from the current or prior year's engagement may compromise our independence and our ability to render agreed Services to you. Engagement team members may include current and former partners and staff of BDO, other BDO Member Firms and other firms who work under our direction. Therefore, you agree to inform us prior to any such discussions so that you and we can implement appropriate safeguards to maintain our independence.

10 Professional and Regulatory Oversight and Legal Processes

- 10.1 As required by legal, regulatory, or professional authorities (both in Canada and abroad) and by BDO policy, our client files must periodically be reviewed by practice inspectors to ensure that we are adhering to professional and BDO standards. It is understood that by entering into this Agreement, you provide your consent to us providing our files relating to your engagement to the practice inspectors for the sole purpose of their inspection.
- 10.2 Certain law enforcement, regulatory and other governmental bodies may also have the right under law or regulation to conduct investigations of you, including the Services provided by us. To the extent practicable and permitted by law or regulation, we will advise you of any such document request or production order we receive in connection with any such investigation prior to providing any documents in response to such request or order.
- 10.3 We are sometimes required by law, regulation, subpoena or other legal process, or upon your request, to produce documents or personnel as witnesses in connection with legal or regulatory proceedings. Where BDO is not a party to such proceedings, you shall reimburse us at our current standard billing rates for professional time and expenses, including without limitation, reasonable legal fees, expenses and taxes incurred in responding to such compelled assistance or request by you.

11 Electronic Communications

- 11.1 Both parties recognize and accept the security risks associated with email communications, including but not limited to the lack of security, unreliability of delivery and possible loss of confidentiality and privilege. Unless you request in writing that we not communicate by internet email, you assume all responsibility and liability in respect of risk associated with its use.

12 Intentionally deleted

13 Intentionally deleted

14 Alternative Dispute Resolution

- 14.1 Both parties agree that they will first attempt to settle any dispute arising out of or relating to this Agreement, including any question regarding its existence, interpretation, validity, breach or termination, or the Services provided hereunder, through good faith negotiations.

- 14.2 In the event that the parties are unable to settle or resolve their dispute through negotiation, such dispute shall be subject to mediation using a mediator chosen by mutual agreement of the parties.
- 14.3 All disputes remaining unsettled for more than 60 days following the parties first mediation session with a mediator, or such longer period as the parties mutually agree upon, shall be referred to and finally resolved by arbitration. The parties agree that one arbitrator shall be appointed within twenty (20) days of receipt of the request for arbitration. If the parties cannot agree on the appointment of an arbitrator in such period then either party may immediately apply for the appointment of an arbitrator to a court of competent jurisdiction in the Province of the governing law as contained herein pursuant to such Province's applicable *Arbitration Act*. The place of arbitration shall be in the capital of the Province of the governing law as contained herein. Unless the arbitrator otherwise determines, the fees of the arbitrator and the costs and expenses of the arbitration will be borne and paid equally by the parties. Such arbitration shall be final, conclusive and binding upon the parties, and the parties shall have no right of appeal or judicial review of the decision whatsoever. The parties hereby waive any such right of appeal or judicial review which may otherwise be provided for in any provincial arbitration statute. Judgement upon the award, including any interim award, rendered by the arbitrator may be entered in any court having jurisdiction. The arbitration shall be kept confidential and the existence of the arbitration proceeding and any element thereof (including but not limited to any pleadings, briefs or other documents submitted and exchanged and testimony and other oral submissions and any awards made) shall not be disclosed beyond the arbitrator(s), the parties, their counsel and any person to whom disclosure is necessary to the conduct of the proceeding except as may be lawfully required in judicial proceedings relating to the arbitration or otherwise.

15 Intentionally deleted

16 Intentionally deleted

17 Termination

- 17.1 This Agreement applies to Services whenever performed (including before the date of this Agreement).
- 17.2 You or we may terminate this Agreement at any time upon written notice of such termination to the other party. We will not be liable for any loss, cost or expense arising from such termination. You agree to pay us for all Services performed up to the date of termination, including Services performed, work-in-progress and expenses incurred by us up to and including the effective date of the termination of this Agreement.

18 Governing Laws

- 18.1 The terms of our engagement shall remain operative until amended, terminated, or superseded in writing. They shall be interpreted according to the laws of Quebec in which BDO's principal Canadian office performing the engagement is located, without regard to such province/territory's rules on conflicts of law.

19 Survival

- 19.1 The provisions of this Agreement that give either of us rights or obligations beyond its termination shall continue indefinitely following the termination of this Agreement. Any clause that is meant to continue to apply after termination of this Agreement will do so.



20 Force Majeure

20.1 We will not be liable for any delays or failures in performance or breach of contract due to events or circumstances beyond our reasonable control, including acts of God, war, acts by governments and regulators, acts of terrorism, accident, fire, flood or storm or civil disturbance.

21 Assignment

21.1 No party may assign, transfer or delegate any of the rights or obligations hereunder without the written consent of the other party or parties. BDO may engage independent contractors and BDO Member Firms to assist us in performing the Services in this Agreement without your consent.

22 Severability

22.1 The provisions of this Agreement shall only apply to the extent that they are not prohibited by a mandatory provision of applicable law, regulation or professional standards. If any of these provisions shall be held to be invalid, void or unenforceable, then the remainder of this Agreement shall not be affected, impaired or invalidated, and each such remaining provision shall be valid and enforceable to the fullest extent permitted by law.

23 Language

23.1 The parties have requested that this Agreement and all communications and documents relating hereto be expressed in the English language. Les parties ont exigé que la présente convention ainsi que tous les documents s'y rattachant soient rédigés dans la langue anglaise.

Version: v5 202303



W2023AGA-19-2a

**DAWSON STUDENT UNION W2023AGA-19
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 19
MEETING TYPE: REGULAR
THURSDAY, 11 MAY, 2022 @6:00PM ET
VIA ZOOM**

2. Reports

a. Student Council

Presented by the Chair, Kevin Contant-Holowatyj

i. Training and Onboarding

I became Chair of the Student Council in late September, so I cannot say I have personally witnessed the onboarding and training process of the new Executive Officers and Student Councillors. With that said, I have heard many comments about the current process and the need for more training on procedural things concerning board meetings. It would be of the highest importance that this be addressed moving forward and that a more robust process be enacted so that all are not only trained on their statutory responsibilities but also well informed as to how board members can be effective in their work and how to comport yourself in a meeting of the board.

This includes training on the rules and procedures (i.e. Robert's Rules) and the preparation of board onboarding documentation, including passed minutes, essential documents and a more comprehensive explanation of the roles of each new incoming officer and Councillors. In doing so, we will ensure that a future Student Council can be more effective in its work throughout its mandate and will also help Student Councillors to be more engaged in the entire process, which is vital to our organization.

ii. Governance

As of the moment, there are such key issues that I have witnessed with regard to the governance of the Union. Firstly, in relation to the previous point of better efficiency of the Union, it would be necessary for DSU-specific rules of procedure to be developed and adopted by the Student Council. These rules of the order will be better catered to the Union's reality and more precise than Robert's. While it remains valid for inspiration, Robert's Rules sometimes will be too limiting and rigid for a Student Union.

As for the storage and organization of our documents, I have also witnessed and raised the issue of the need for a shared Cloud drive for all critical documents for Student Council, including minutes, contracts, regulations and resolutions. This is something that, at times, I believe has caused confusion. It is essential and even vital that all members of the Student Council have ready access to these documents at all times. I recommend creating such a drive with the greatest speed for the incoming Councillors and Executives. With

this, I also recommend the creation of a Resolutions Book in the form of a document with all resolutions passed by the Student Council carefully labelled and organized according to their date of passing.

iii. Technological Means

The DSU currently uses Google Suite and Drive, which can have benefits but is not the most advanced platform for an organization of our size. Considering the DSU has Executives, Councillors and employees, I believe transitioning to Microsoft Office would be the best solution. In this new suite, we would have Microsoft Teams, a far more efficient platform for large meetings than Google Meet and Zoom.

As for the meetings of the Student Council, we had half of the year online and the other half in a hybrid format. In order to have hybrid meetings, it is necessary to have adequate technological equipment such as microphones, webcams, and display or project documents. Unfortunately, the DSU did not have such equipment at its disposal. If hybrid meetings are to continue going forward, then it is necessary to buy adequate and high-quality equipment considering the size of the meetings.



ANNEX: W2023AGA-19-2b

2022-2023 Executive Report

Dawson Student Union (DSU)

The Dawson Student Union's mission is to organize students on a democratic, co-operative basis for advancing students' interests, and advancing the interests of the students' community;

To bring students together to discuss and cooperatively achieve necessary educational, administrative, and legislative change wherever decision-making affects students;

To facilitate organizing services for students;

To achieve the goal of a system of post-secondary education which is accessible to all, which is of high quality, which recognises the legitimacy of student representation and the validity of Student's rights; and whose role in society is clearly recognised and appreciated;

To organize activities promoting the social, recreational, and cultural interest of the students at Dawson College;

To represent the interests of Dawson College students to all levels of the administration of Dawson College and to appoint all students required to represent the membership of their Union to all constituted or informal bodies of the College in accordance with an Act Respecting the Accreditation and Financing of Students' Associations.

Executive Team

The 2022-2023 Executive Officers are as follows:

- President: Gurpreet "Gigi" Kaur
- Vice-President Finance: Sabrina Vuong
- Vice-President Operations & Services: Hanane Aouchiche
- Vice-President Academics & Advocacy: Sophia El Bakir
- Vice-President Internal Affairs & Communications: Gabriela Aragon
- Vice-President External Affairs: Kiana Lalavi
- Vice-President Student Life: N/A (Kevin Labossière resigned 30 November 2022)
- Vice-President Services & Sustainability: N/A (Benjamin Savard resigned 1 May 2023)



End of Year Report

Representation on College Bodies

1. Board of Governors

- President Gigi Kaur and Technical Student Councillor Isabelo Beli-En David present for Board of Governors' meetings
- Choosing the new Academic Dean
- Sexual Violence prevention contracts discussions
- A lot of Bill 96 in other words Law 14 discussions taking place
- New program revisions being approved and discussed

2. Senate

- President Gigi Kaur, VP of Academics and Advocacy Sophia El Bakir, VP of Internal Affairs and Communications Gabriela Aragon and Conted Student Counselor Mohammed Parsa present for those meetings
- Discussions of Bylaw 6 and the result was to create a new committee called Student Enhancement Committee
- Discussions of Hybrid (online and offline classes) present in the college and how to deal with them
- Program revisions
- Strategic Planning committee proposes their initiatives to better the College Academic and Student environment
- Discussions of the impacts and effects of Bill 96 - Law 14 especially the discussions in regards with non certificate holders and certificate holders and the French courses provided
- Much more

3. Senate Sub-committees & Other College Bodies

Refer to Office of the VP Academics & Advocacy section

OFFICE OF THE PRESIDENT Gurpreet "Gigi" Kaur, President

1. Management of the DSU, dealing and handling relations with Desjardins, managing students' needs, interest and representations in other forms of student involvement, managing the team's needs and necessities such as material for the office and the DSU in general.
2. Accomplishing the Period Poverty project which is an initiative to eliminate female hygiene products scarcity in female and gender neutral bathrooms, a new dispenser and period tampon and pads waste box in the bathroom stalls. Handling, financializing, financing and implementing the project in the school campus (you can see it in the bathroom stalls already).
3. Continuing the Student insurance project, creating a collegial alliance for the necessity of insurance for students. Dealt and handled heavy negotiations and the process system to



implement student insurance. Conflict of student insurances (2 companies) within the DSU. Special DSU General Assembly held in early February to vote on insurance but did not hit quorum.

4. Working with the VP Academics & Advocacy and VP Internal Affairs & Communications in the creation of a proper agenda for the next year's students that enter the new academic year at Dawson College. Working on the agenda from the ground up from what information to put into the template, design and price of it.
5. Working with the VP Academics & Advocacy on a senate and DSU committee called Student Enhancement committee where we find solutions, and reasoning on how and why student voices should be expressed on an academic level. This committee essentially tries to understand and create a better insightful informative resource of communication with the College. With this form of communication, students can express their needs and concerns about the college.
6. Completed the abolishment of cameras in female and male gym locker rooms. A case was brought up to the DSU and I personally handled this case where negotiations and heavy conversations took place to discuss the security of students' items, bodies and integrity in the gym locker rooms. Finally the college came to the conclusion of removing the cameras entirely.

Recommendations (if any):

- Students who want to get involved in committees or college related activities, please get involved via requests or communication with the DSU, Student Council, CLL, and the College. There is a lack of student engagement on the campus.
- Fully understand the positions of the DSU and Student Council. A lot of misunderstanding took place because of the lack of understanding the roles and responsibilities. Also for any enquiry about the DSU in regards to any situation, get the proper information from the executives first rather than believe in he said she said rumors
- When engaging in student related activities or involvements, please prepare your time, work and energy efficiently and correctly. Structure yourself and discipline yourself. Those who want to be executives, please understand your roles and responsibilities, and tell yourself that your whole academic year will revolve around the DSU.

OFFICE OF FINANCE
Sabrina Vuong, Vice-President

1. Standardize reimbursement process for clubs by creating All Clubs Meeting every semester
2. Rework Finance Regulations 2.0 to standardize procedure, enforce transparency and maintain adequate record of all financial transactions.



3. Creation of Event Guidebook for Clubs detailing every part of the process for clubs to set up an event containing 11 sections
4. Creation of VP Finance Guidebook to ensure continuity within DSU
5. Raised 4k for Mahsa Initiative through a collaborative event with CASAQ
6. Reviewed over 10 Special Project Funding and funded many charities, fundraisers, club events, etc.
7. Assisted in the signing and implementation of Period Poverty Project

Recommendations (if any):

- Rework Finance Regulations
- Partner up with external bookkeeping firm to ensure clean accounting and bookkeeping
- Receive adequate training for Human Resources
- Implement student insurance with Student Care
- Establish other sources of revenue for the DSU to expand scale of services
- Hire another employee to ensure continuity within the DSU

OFFICE OF OPERATIONS & SERVICES
Hanane Aouchiche, Vice-President

1. Dawson Dining Reestablishment: We hired a dedicated coordinator who has been overseeing the cooking part of the service as well as organizing our ingredients. Additionally, we compiled a cookbook that documents the recipes that the next VPs can base themselves on.
2. The Hive Reestablishment: We successfully revamped The Hive, our gender advocacy office. As part of this initiative, we recruited a new coordinator and improved the room's layout and ambiance based on student's preferences and suggestions. The space has been thoroughly cleaned and revitalized, ensuring a cozy and safe space for our students.
3. Storage Organization: cleanup and reorganization of our storage facility. We were able to clean up our room, while donating some surplus goods to the sustainability office on campus. Having a good knowledge of our resources facilitates lending them to various clubs.



4. Conrods Kitchen and Prayer Room Upgrades: We got a new storage unit for our kitchen ingredients, ensuring that they are properly organized and readily accessible.
5. In response to student demands, we procured new furniture for the Prayer Room, creating a more comfortable and accommodating space for students to practice their faith. Additionally, we have updated the access codes to some DSU spaces to enhance security measures.
6. CLL: As a result of ongoing campus construction, CLL will be moving into one of our DSU spaces temporarily, ensuring continued support for students during this transitional period.

Recommendations (if any):

- Provide a workshop for clubs about the use of electronic equipment
- Work on promoting Dawson Dinin', it can have its own Instagram page, students can talk to the coordinator for feedback and ideas. It would also allow having a strong team of volunteers we can rely on.

OFFICE OF ACADEMICS & ADVOCACY
Sophia El Bakir, Vice-President

1. Advocacy

I have helped numerous students file complaints, listened to their grievances and oriented them through the proper services. Most of them were academic in nature: questions about their grades, teachers not respecting Institutional Student Evaluation Policy (ISEP), uncertainty if their complaints had any validity, etc. I guided them through the process of grade review, talked to the deans before the student contacts them so the student is better prepared. Other cases were about equity: students being treated differently due to ethnicity, race and gender. In these cases, I informed them of the Code of Conduct, and referred them to a social worker. In collaboration with the Clubs coordinator, I handled a case of harassment for which detailed documents needed to be drafted to execute the ban. I have started a Google Forms that would have a built-in flow chart to better direct students when they filed a complaint. While the tool is mostly completed, its pilot year will start in the next mandate. My team of office volunteers and I started an easy-to-read ISEP guidebook because it is of primordial importance that students become familiarized with the document and expecting them to read 48 pages of processes and policies is unrealistic.

As part of my annual plan, I wanted to organize more events with Black, Indigenous, and People of Colour (BIPOC) representation so as to foster more diversity in all the spheres of the school. With that in mind, I organized:

- Get Ready for Uni.: It took place in my first semester and was a mix of the academics and advocacy portions of my mandate. It consisted of a panel of BIPOC students who talked about their path, the obstacles they faced and are still facing today, how they tried to overcome it and tricks to flourish in university. The goal was for students to de-stress



about starting university and get a chance to talk and hear from students of similar and different backgrounds who were in the same position as they are now.

- Spirituality Week: A three-day long event (though the third day was cancelled due to the hail storm) that exposed students to a myriad of religions, beliefs and spiritualities. The goal was for students to broaden their horizons and contribute to a more tolerant, educated and harmonious community.
- Anti-Neocolonialism Art Exhibit: Art from students, teachers and activists in the community relating to neocolonialism, colonialism, imperialism, and other similar themes were compiled into a gallery. Knowing that these concepts are hard to understand, our goal was to facilitate by linking more to emotions and adding a visual aspect.

Committees

I started, with the President, the Student Voice Enhancement Committee. Officially a Senate sub-committee, this group is made of five students, one support staff, a professional, teacher and a dean. It will create a report compiling all the recommendations to make students more involved in the governance of the school, not just through seats on Senate but in qualitative ways as well. It will look at the gaps, at what has been done so far and finally, what can be done. Its mandate is “discovering and designing feasible, viable, and sustainable opportunities for students to share their voice in an attempt to enhance their experience at the college.”

I sat on numerous committees. Below are some highlights that are most relevant to students in the most important committees:

- Senate:
 - French language policy will be implemented. Most, if not all of our communications will be in French or bilingual.
 - There will be a prioritization of certificate holders over non-certificate holders during the admissions process.
 - Blended courses program: students will be able to take courses that are both synchronous and asynchronous if that course has been proven to have added pedagogical value in that format.
 - Strategic Plan:
- ISEP
 - Currently undergoing a massive revamp that will probably be brought to Senate and Board of Governors by the end of Winter 2024
 - They are looking to significantly shorten the policy, transferring a lot of the information and processes into other policies such as the Program Manual, Code of Conduct, etc.
- Accessibility and Mental Health
 - There are new policies being put in place for both.
 - The mental health policy now has extended its scope to all members of the Dawson community, not just students.



Awards

- In collaboration with the VP Finance, we held Fall 2022 awards to highlight the community involvement, dedication to academic rigour and organization of projects for students. In the following semester, we organized an “Awards Night” to celebrate their accomplishments.

Recommendations

- Have an easier way for people to complain and a faster system
- Have a quicker consultation process. When you sit on many committees and have numerous documents sent to you, having a consultation process in place would help the next VP come more prepared to the meetings. I suggest making a group of students that come from different programs and meeting once a week so they can give their input. In the interest of time, the meetings would not be so much for discussion as a suggestion. The documents would be given to the members ahead of time.
- Awards: have just one celebration if you’re going to do two sessions of awards in the year. Keep in consideration that two sessions of awards usually results in the same winners.
- Make the representatives more well-prepared. Create a document for every new student representative who has been assigned to a committee, so they’re better aware of their responsibilities.

OFFICE OF INTERNAL AFFAIRS & COMMUNICATIONS

Gabriela Aragon, Vice-President

1. As the VP Internal Affairs & Communications, I was in charge of updating all the social media platforms. My illustrations were unique and sought the attention of the student population. I kept the branding of the DSU as it was established in the last few years, with the predominant colour green and the logo on the left side of all posts.
2. Additionally, as part of my mandate, I managed the website and all involved in its creation and issues. The website was originally in Wix, yet a few years ago, the initiative to change the host to WordPress was something I worked towards. However, our company was not cooperative and charged us significant amounts for minor fix-ups. Hence, the decision to return to Wix looked ideal after a few months; I launched the new website in WordPress. Therefore, a lot of time was spent on the WordPress version to copy and update all the information on the website. Sadly, all that work had to get deleted and changed back to Wix, where I had to do multiple updates and changes.
3. Additionally, I overtook the project of the DSU’s Podcast. The Vine Podcast was an idea of previous executives brought to life by my team and me. The Podcast involved purchasing equipment for better sound and a more accessible edition. Additionally, it gave a sense of community to the student that participated. Hence, to create the Podcast, there were multiple people and positions where students could volunteer and have the experience of putting on their C.V. Furthermore, the Podcast was released on Spotify, YouTube, Apple



music, and Prime audio, which helped reach more students. The Podcast had broad subjects to which students could relate, and we had different guest speakers offering more educated information and resources.

4. Furthermore, as VP. internal affairs, I assisted multiple faculty meetings and committees. During the sessions, I voiced concerns and raised questions about numerous issues or situations that involved and affected the students. I participated in ISEP and its sub-committees to rewrite and make ISEP a more precise document that can be more readable for students.
5. Lastly, during my mandate, I organized and successfully executed multicultural days during the fall semester. During this time, the V.P. Student Life could not do so, and I took charge of the events and problems brought by clubs and helped with their events. As well as chairing CEOC along with VP. finance. Therefore, I helped with the transition when the student council appointed a club coordinator and events' coordinator.

Recommendations (if any):

- The creation of another insurance committee
- Stay with Wix for website creation and updates

OFFICE OF EXTERNAL AFFAIRS
Kiana Lalavi, Vice-President

1. Organize events/oversee committees on matters of social or political interest: assist in organizing political provincial debate, provincial voting information booth, co-organize environmental strike, co-chair the policy review committee (standing regulations for clubs and spaces)
2. Collaborate with external student unions for events: activist bootcamp (SSMU, CSU), intercollegiate dating show (CASAQ), create the ACC
3. Contribute to the community: Bake sale for Resilience Montreal, Food Drive for Moisson Montreal, Iran Support Event, Mahsa Amini Initiative (mentorship program, guide to organize better more successful awareness campaigns, and bursary for international and refugee Dawson students)

Recommendations (if any):

- From the beginning of the year build stronger bonds with francophone colleges to garner more support for potential work around Law 14
- Better advertise intercollegiate events/activities



OFFICE OF STUDENT LIFE
Report prepared by
Thenral Nadarajah, Clubs Coordinator
Alaa Ben Romdhane, Events Coordinator

Clubs Coordinator

1. Reviewed and enforced the creation and necessary amendments to the clubs' constitutions: With the help of my volunteers, I got every current existing club to create or amend their constitution as it is one of the core requirements to keep a club running smoothly.
2. Amended club banning procedure with the Hive: Due to certain events throughout this academic year, we came to the realization that the DSU did not have a proper system on how to proceed with the removal of problematic students from DSU clubs and spaces. With the Hive now back in business, we have established a procedure on how to deal with sensitive situations.
3. Assisted in amending the Clubs Standing Regulations: Through the Policy Review Committee (PRC), I had the opportunity to update the current club standing regulations. My volunteers and I also modified the current club's constitution template and sent it for review by the PRC.
4. Re-established and enforced mandatory executive consent workshops with the Hive: Another obligation that clubs have to keep running, is attending the mandatory consent workshops. Three core executives (President, Secretary, Treasurer) are obligated to attend the consent workshop. We had one during the F22 semester that was organized with the help of the VP Academics & Advocacy, two over the winter break before the W23 semester began and one in late April held by The Hive.
5. Created a simpler filing system to store important club information (executives' info, room codes distribution, attendance at all clubs meeting and consent workshop): Due to not having any paper or digital trail about past and present clubs, I have created a filing system where everything is accessible in one place for anyone who would need access to a club's information.

Recommendations:

- Create a better communication hub between the DSU and Club Executives: Now that I have created a filing system where all club executives' information is available in one place, we can communicate with each club via their email and not an online platform that not all students may use.
- Reformat the Space Reservation form and add a DSU section: The current space reservation form is made by and for CLL. We want to avoid clubs going to CLL to request for things as it is the DSU's responsibility to have the necessary information and equipment to assist them. Adding a DSU section or creating our own system to lend out said equipment with the help of the next VP Operations & Services will make things easier for everyone.



Events Coordinator

As the Event Coordinator for the Dawson Student Union, I am pleased to present my report on the various events organized during my tenure. In this report, I will be discussing three main points, highlighting the successes of the events, and offering recommendations for future coordinators.

1. Black History Month Event: The Black History Month Event was a highly successful event that was organized during my tenure. The event aimed to celebrate Black History and Culture and was attended by a large number of students. The event featured a questionnaire game, food and snacks and dance performances. The conference on Systemic Racism in Youth Protection: A Dialogue Between Black and Indigenous Communities was a highlight of the month. The conference provided an opportunity for attendees to engage in a meaningful discussion and learn from each other's experiences. The event was widely praised for its organization, inclusivity, and diversity.

2. Multicultural Week Event: The Multicultural Week Event was another successful event organized during my tenure. The event aimed to celebrate the diverse cultural heritage of Dawson students and was attended by a large number of students. The event featured a range of activities, including cultural dance performances, food festivals, and a photo booth. The event was widely praised for its organization, inclusivity, and diversity.

3. Collaboration with Vanier Student Association at a Club: The collaboration with Vanier Student Association at a Club was a successful event organized during my tenure. The event aimed to bring together students from both institutions and promote a sense of community. The event featured a range of activities, including live music, dance performances, and food festivals. We hope to keep this event as a tradition for the next years.

Recommendations: Based on my experience as the Event Coordinator, I would like to offer the following recommendations for future coordinators:

- **Improve Multicultural Week Event:** The Multicultural Week Event was a highly successful event, and I recommend that future coordinators focus on improving this event. Specifically, I suggest making it a week-long event instead of a single day. It would also be great to hold it twice a year. This will provide more opportunities for students to engage with different cultures and learn about their diverse heritage.
- **Increase Collaboration with Other Institutions:** The collaboration with Vanier Student Association at a Club was a successful event, and I recommend that future coordinators focus on increasing collaboration with other institutions. This will provide opportunities for students to connect with a wider community and promote a sense of community.
- **Streamline Event Organization:** Finally, I recommend that future coordinators streamline the event organization process. This can be achieved by developing a clear process for event planning and management, establishing a timeline, and delegating responsibilities among the team.



OFFICE OF SUSTAINABILITY & EQUITY Report prepared by Benjamin Savard

1. Dawson Dinin'

- With the VP Operations & Services, restarted the Dawson Dinin' service that had closed during the pandemic
- Offers free vegan meals every Wednesday to students that bring reusable containers
- 3 weeks of the year (Peace Week and 2 Earth Weeks) had the service run week-long
- Worked on the hiring of two coordinators of the service in order to make it run more smoothly.

2. Climate Justice Workshop

- Worked with the Climate Justice Organizing Hub
- Organized an education workshop about Climate Justice with professional speakers

3. Climate Strike

Climate change is an issue on many students' minds. Eco-anxiety is known to affect many of us, and getting involved in the climate justice movement is the best way to address it.

- With the VP External, organized a strike general assembly that greatly surpassed quorum (500 students were present, 300 was the minimum).
- Successfully passed the first ever DSU climate strike.
- Negotiated a class cancellation on the strike day. (unfortunately, the admin then chose to add a class day, which we opposed)
- Organized a march starting from Dawson all the way to Jeanne Mance park with Concordia and McGill student groups

4. The Swap

- Offered students the possibility to buy and sell their school books to each other second hand
- Encourages sustainable consuming habits
- Helps students manage the high cost of education

5. The CRUES

- Organized a referendum for the DSU to affiliate to the Coalition of Resistance for a United Student Movement
- Referendum passed with 92% approval
- Will help the DSU in the future mobilize with other student unions for important issues like paid internships for students and climate justice

DAWSON STUDENT UNION
FINANCIAL STATEMENTS
MAY 31, 2022

**DAWSON STUDENT UNION
FINANCIAL STATEMENTS
MAY 31, 2022**

	Page
Independent Auditor's Report	I - 3
Statement of Financial Position	4
Statement of Operations	5
Statement of Changes in Net Assets	6
Statement of Cash Flows	7
Notes to Financial Statements	8 - 9



INDEPENDENT AUDITOR'S REPORT

To the Members of
Dawson Student Union

Qualified Opinion

We have audited the financial statements of Dawson Student Union (the Union), which comprise the statement of financial position as at May 31, 2022, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Union as at May 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many not-for-profit organizations, the Union derives part of its receipts from the general public in the form of cash receipts, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Union. Therefore, we were not able to determine whether any adjustments might be necessary to revenues, excess of revenues over expenses and cash flows for the years ended May 31, 2022 and 2021, assets as at May 31, 2022 and 2021 and net asset balances as at June 1 and May 30 for both the 2022 and 2021 years. Our audit opinion on the financial statements for the year ended May 31, 2021 was modified accordingly because of the possible effects of this limitation of scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*FL Fuller Landau LLP*¹

Montreal, December 27, 2022

¹ By CPA auditor, public accountancy permit No. A118902



**DAWSON STUDENT UNION
STATEMENT OF FINANCIAL POSITION
AS AT MAY 31, 2022**

	2022 \$	2021 \$
ASSETS		
Current		
Cash	343,409	229,763
Accounts receivable	205,806	177,404
Prepaid expenses	4,262	5,379
	553,477	412,546
LIABILITY		
Current		
Accounts payable and accrued liabilities	20,542	31,561
NET ASSETS		
Unrestricted	532,935	380,985
	553,477	412,546

Approved by,
DocuSigned by:

Sabrina Young, Director

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_____, Director

**DAWSON STUDENT UNION
STATEMENT OF OPERATIONS
YEAR ENDED MAY 31, 2022**

	2022	2021
	\$	\$
Revenues		
Student fees	455,107	561,918
Donations	1,758	2,047
Interest income	723	368
	457,588	564,333
Expenses		
Advertising and promotion	18,267	65,314
Conferences and meetings	2,621	200
Covid relief expenses	-	50
Directors' fees	45,500	29,654
Donations	3,674	16,190
Elections and general assemblies	5,145	6,681
Events and campaigns	25,656	20,055
Insurance	6,218	4,296
Interest and bank charges	1,312	949
Office expenses	4,977	17,029
Professional fees	35,815	37,424
Salaries and fringe benefits	126,045	105,875
Special project fund	5,754	4,306
Telephone and website	11,742	15,174
The plant newspaper	6,532	4,007
Travelling	6,380	340
	305,638	327,544
Excess of revenues over expenses	151,950	236,789

DAWSON STUDENT UNION
STATEMENT OF CHANGES IN NET ASSETS
YEAR ENDED MAY 31, 2022

	Unrestricted \$	2022 Total \$	2021 Total \$
Balance, beginning of year	380,985	380,985	144,196
Excess of revenues over expenses	151,950	151,950	236,789
Balance, end of year	532,935	532,935	380,985

**DAWSON STUDENT UNION
STATEMENT OF CASH FLOWS
YEAR ENDED MAY 31, 2022**

	2022	2021
	\$	\$
Operating activities		
Excess of revenues over expenses	151,950	236,789
Net change in non-cash items related to operating activities	(38,304)	(154,964)
Increase in cash and cash equivalents	113,646	81,825
Cash and cash equivalents, beginning of year	229,763	147,938
Cash and cash equivalents, end of year	343,409	229,763

Cash and cash equivalents consist of cash.

DAWSON STUDENT UNION
NOTES TO FINANCIAL STATEMENTS
MAY 31, 2022

I. Statutes of incorporation and nature of activities

Dawson Student Union is a student-run not-for-profit organization, incorporated under Part III of Quebec Companies' Act and is exempt from the payment of income taxes under the Income Tax Act.

The Union's objective is to enhance the overall educational experience and quality of campus life for students and other members of the Dawson community. This entails engaging the student population in campus activities, supporting student rights and empowering students to become proactive and open-minded members of our community while encouraging independent thinking, self-expression and to advocate the common good.

2. Significant accounting policies

The Union applies the Canadian accounting standards for not-for-profit organizations.

Revenue recognition

Student fees are collected from students by Dawson College and are recognized as revenues by the Union on a straight-line basis over the school year.

The Union follows the deferral method of accounting for contributions.

Unrestricted contributions, such as donations, are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Interest income is recognized on a time basis in the period in which it is earned.

Financial instruments

Initial measurement

The Union initially measures its financial assets and liabilities originated or exchanged in arm's length transactions at fair value. Financial assets and liabilities originated or exchanged in related party transactions, except for those that involve parties whose sole relationship with the Union is in the capacity of management, are initially measured at cost.

Subsequent measurement

The Union subsequently measures all its financial assets and liabilities at cost or amortized cost.

Financial assets measured at amortized cost using the straight-line method include cash and accounts receivables.

DAWSON STUDENT UNION
NOTES TO FINANCIAL STATEMENTS
MAY 31, 2022

2. Significant accounting policies (continued)

Impairment

Financial assets measured at cost are tested for impairment when there are indicators of possible impairment. The Union determines whether a significant adverse change has occurred in the expected timing or amount of future cash flows from the financial asset. If this is the case, the carrying amount of the asset is reduced directly to the higher of the present value of the cash flows expected to be generated by holding the asset, and the amount that could be realized by selling the asset at the statement of financial position date. The amount of the write-down is recognized in the Statement of Operations. The previously recognized impairment loss may be reversed to the extent of the improvement, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the Statement of Operations.

Cash and cash equivalents

The Union's policy is to disclose bank balances under cash and cash equivalents.

Contributed services

Volunteers contribute significant hours annually to assist the Union in carrying out its activities. Due to the difficulty in determining the fair value of this volunteer time, such contributions are not recognized in the financial statements.

The Union receives free rental of office space from Dawson College, however, the value of this rent is difficult to estimate, and is therefore not included in the financial statements.

Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the amounts recognized as revenues and expenses for the periods covered. Actual results may differ from these estimates. The critical estimates relate to the provision for doubtful accounts.

3. Economic dependence

The Union receives dues from student tuition payments that are collected by Dawson College on behalf of the Union to ensure the continuity of its operations.



December 27, 2022

Board of Directors
Dawson Student Union
3040 Sherbrooke Street West
Westmount, QC H3Z 1A4

Attention: Mrs. Sabrina Vuong

Dear Mrs. Vuong:

We have been engaged to audit the financial statements of Dawson Student Union (the “Union”) for the year ending May 31, 2022.

Canadian generally accepted auditing standards require that we communicate at least annually with you regarding all relationships between the Union and FL Fuller Landau LLP that in our professional judgment, may reasonably be thought to bear on our independence.

In determining which relationships to report, these standards require us to consider relevant rules and related interpretations prescribed by the appropriate provincial institute/order and applicable legislation, covering such matters as:

- a) holding a financial interest, either directly or indirectly, in a client;
- b) holding a position, either directly or indirectly, that gives the right or responsibility to exert significant influence over the financial or accounting policies of a client;
- c) personal or business relationships of immediate family, close relatives, partners or retired partners, either directly or indirectly, with a client;
- d) economic dependence on a client; and
- e) provision of services in addition to the audit engagement.

We have prepared the following comments to facilitate our discussion with you regarding independence matters.

We are not aware of any relationships between the Union and the engagement team and others in the firm as applicable and the firm that, in our professional judgment, may reasonably be thought to bear on our independence.

.../2

Canadian generally accepted auditing standards require that we confirm our independence to the Board of directors in the context of the Rules of Professional Conduct of the Institute of Chartered Professional Accountants of Quebec. Accordingly, we hereby confirm that we are independent with respect to the Union within the meaning of the Rules of Professional Conduct of the Institute of Chartered Professional Accountants of Quebec as of December 27, 2022.

This report is intended solely for the use of the board of directors, management, and others within the Union and should not be used for any other purposes.

Yours truly,

FL Fuller Landau LLP

FL FULLER LANDAU LLP





August 29, 2022

Board of Directors
Dawson Student Union
3040 Sherbrooke Street West
Westmount, QC H3Z 1A4

Attention: Mrs. Sabrina Vuong

Dear Mrs. Vuong:

The purpose of this letter is to inform you on certain aspects of the audit of the financial statements of Dawson Student Union (the "Union") for the year ending May 31, 2022 with an objective of helping you with better discharging your responsibilities.

For the purpose of the audit, we intend to use a substantive strategy with regard to all balances of accounts, categories of operations and disclosures for the financial statements for the year ending May 31, 2022.

We do not envision any elements of the financial statements presenting a high risk of significant misstatements.

This audit engagement involves a normal audit risk for the firm.

Because of the absence of adequate segregation of duties relating to the gathering, the recording, and the financial data processing, our preliminary assessment of the internal control risk is set at maximum and, consequently, no audit work will be performed on the internal controls.

Financial statements for the year ending May 31, 2022 will be prepared by management under the terms of the Canadian accounting standards for not-for-profit organizations, as stated by the CPA Canada Handbook – Accounting.

All significant findings from the audit will be communicated to you.

We plan to begin our audit in the week of October 17, 2022 with the objective of respecting the deadline of January 15, 2023 for the delivery of our Report on the financial statements of your Union for the year ending May 31, 2022.

We are at your disposal to answer any questions which you could have about this letter.

We thank you for giving us the opportunity to provide services to your Union.

FL Fuller Landau LLP

FL FULLER LANDAU LLP

flmontreal.com

membre indépendant de / independent member of
leaglobal.com

Place du Canada,
1010, rue De La Gauchetière Ouest, 3^e étage
Montréal QC Canada H3B 2S1
T: 514.875.2865 | F: 514.866.0247
1.888.355.6697

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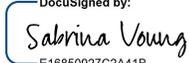
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Sabrina Voung
 vp.finance@dawsonstudentunion.com
 Vice-President Finance
 Dawson Student Union
 Security Level: Email, Account Authentication (None)

Signature

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Yaffa Cohen
 ycohen@flmontreal.com
 Partner
 FL Fuller Landau LLP
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If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

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If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: it-management@flmontreal.com

To advise FL Fuller Landau of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at it-management@flmontreal.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To withdraw your consent with FL Fuller Landau

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

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To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

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W2023AGA-19-2d

**DAWSON STUDENT UNION W2023AGA-19
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 19
MEETING TYPE: REGULAR
THURSDAY, 11 MAY, 2022 @6:00PM ET
VIA ZOOM**

2. Reports

d. Chief Executive Officer

Chief Returning Officer, Mariam Jawhar

i. By-Elections

- Took place between August 20 to September 23, 2022. All positions were filled except for one Continuing Education (ContEd) Student Councillor position.
- DSU Executive Officers elected: Gabriela Aragon for VP Internal Affairs & Communications, Sabrina Vuong for VP Finance, and Kevin Labossière for VP Student Life.
- DSU Student Councillors:
 - Science, Medical Studies & Engineering (SMSE) 1 seat - Brenda Truong
 - Social Science and Business Technologies (SSBT) 1 seat - Jessica Maguire
 - Continuing Education (ContEd) 2 of 3 seats filled - Mohammad Parsa and Parthib Chakroborty
 - Creative and Applied Arts (CAA) 2 seats - Jacob Boily and Deidra Robinson

ii. General Elections

- We had 8 positions of DSU Executive Officers to fill. We had 5 SMSE seats, 5 SSBT seats, 3 CAA seats, and 3 ContEd seats for Student Councillors to fill.
- Executive Officers: Isabelo Beli-En David (President), Kiera Robak (VP Internal Affairs & Communications), Benjamin-Taylor Save (VP Finance), Derrick Essou (VP Operations & Services), Delice Betukumesu (VP Academics & Advocacy), Lina Adda (VP Student Life), Fiorella Vargas (VP Sustainability & Equity), Candice Zhong (VP External Affairs)
- Student Councillors:
 - SMSE: Dilinur Abdulmutalova, Emily Issa, Ihsane Sarif, Louisa Akkouche, and Mahan Mansoor
 - SSBT: Tam Thieu, Nika Heidarpourmaleki, Gowrish Subramaniam, and Nate Gervais
 - CAA: Mia Cara Phillips and Chaz Heritage
- Vacancies: We have 1 SSBT Councillor seat, 1 CAA Councillor seat, and all 3 CAA seats vacant. So make sure you participate next semester in the by-elections if you want to fill the open positions and represent the students of your academic sector!

iii. Referendum

- Question: Do you agree that the Dawson Student Union (DSU) becomes a member of the CRUES (Coalition de Résistance pour l'Unité Étudiante Syndicale) in accordance with article 19 of the DSU Constitution. Membership in CRUES would be paid by a fee levy of \$6 per year (\$3 per semester) assessed to DSU members. The fee levy would be implemented during the 2023-2024 academic year until modified or revoked by referendum of the DSU members or can be discontinued by the DSU Student Council should CRUES cease to exist?
- Overwhelming majority where 92% voted in favor of affiliating with the CRUES.

ACCOUNTABILITY OFFICER REPORT

DAWSON STUDENT UNION GENERAL ASSEMBLY 2023

Me Patrice Blais

1-Election Appeals Committee for 2022 General Elections

The first major task as Accountability Officer was to quickly form the Election Appeals Committee to deal with a time sensitive issue regarding the disqualification of 2 candidates during the 2022 elections. The contestation was heard and the decision was to overturn the disqualification of the CRO and instead impose a sanction of 6 hours of volunteer work. Considering the lateness of my appointment which caused the hearing to be after the end of the elections, the 2 positions were declared vacant to be filled in September 2022.

2-Training

I held 4 sessions of training for Executives and Student Council members during the year.

I held as well training sessions for Election Appeals Committee members for the elections and referendum that were held during the year 2022-2023.

3-Signing of contractual documents

In early 2023, an agreement was signed in regards to student insurance. This agreement ended up putting the DSU in a precarious position in regards to an earlier legal agreement. The agreement signed in January 2023 was done without the proper authority under the rules of the DSU.

It was after discovered that another document the DSU protocol agreement with the College was signed without the proper approval process.

Following these 2 events, it was decided that the annual trainings would be modified to include training on these important agreements for the DSU.

A committee was also struck to handle the student insurance file. It was recommended that the issue of student insurance be handled by a committee as well in 2023-2024, that would include the Administrative Director and Accountability Officer.



W2024AGA-20-2

**DAWSON STUDENT UNION W2024AGA-20
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 20
MEETING TYPE: REGULAR
FRIDAY, 24 MAY 2023 @1:00PM ET
HYBRID: DAWSON COLLEGE, AMPHITHEATRE RM. 4C.1 & ZOOM**

2. Presentation & Announcements
 - a. Introduction of new Student Councillors and Executive Officers

Background Information

The DSU General Elections for Student Councillors and Executive Officers takes place every Winter semester and is overseen by the Elections Commission which is headed by the Chief Returning Officer (CRO).

This year's elections timeline was as follows:

- Nomination Period: 22 April – 5 May 2024
- Campaigning Period: 6 – 18 May 2024
- Voting Days: 21 – 22 May 2024

Note: The nomination period for Student Councillors was extended until 13 May 2024.



W2024AGA-20-3a

**DAWSON STUDENT UNION W2024AGA-20
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 20
MEETING TYPE: REGULAR
FRIDAY, 24 MAY 2023 @1:00PM ET
HYBRID: DAWSON COLLEGE, AMPHITHEATRE RM. 4C.1 & ZOOM**

3. Reports
 - a. Student Council

- I. **Chair**

- Overview of the Mandate

In late August, I have been fortunate enough to be appointed once more as Chair of the Student Council for the 2023-2024 mandate. I can say beyond a doubt that from the get-go, I was highly impressed with the current Executive Officers and Student Councillors for their engagement and ability to move files that had not been concluded for several years. I invite members to take note of my report below:

- a. Onboarding

As Chair, I think there are still things that can be done to improve the onboarding process of Student Councillors. I believe it would firstly be important to conduct the training in person as it allows Student Councillors not only to meet, possibly for the first time, but also improves engagement. I would also recommend having some sort of team-building activity to help Student Councillors to build confidence amongst each other.

There are still certain aspects that I would highly recommend, including conflict of interest declarations and confidentiality agreements that would need to be presented and filled by Student Councillors at the start of their respective mandate. Ideally, the Chair should also be elected earlier on in the mandate considering the appointment did take place far later due to issues with the quorum. It would also be important that Student Councillors receive certain crucial documentation such as the Union's Officer and Director liability insurance policy certificate.

- b. Rules and Procedures

While I did intend to produce draft rules of procedures, I unfortunately was not able to complete this task in time for the end of the mandate. I think there is a great interest in completing this endeavour; more catered and relaxed rules of procedure can help Student Councillors to be more engaged during the meeting. After my second consecutive term, I can attest that the formality and rigidity of Robert's Rules of Order tend to hinder conversations during meetings. One idea is to include a round table discussion session on various topics in the meeting so that Executive Officers can gather input on various issues affecting members and the union.

- c. Standing Regulations

Considering the Constitution was created with the intent that various Standing Regulations were to be created as a means of completing the Constitution, it would be very important that these be completed. In the case that the proposed modifications to the Constitution are ratified, all current Standing Regulations would need to be revised by virtue of an article of the Constitution. I highly recommend having clearer and complete Standing Regulations on Student Groups as well as Financial Standing Regulations to clarify the issues relating to conformity and signing authority. There is also a need to establish a formal policy on confidentiality, conflicts of interests and human resources as none exist at the moment.

With that said, it is also important that these documents be comprehensible for students who do not have a background in corporate governance or experience as an officer of a legal person.

II. **Creative & Applied Arts (CAA)**

As one of the CAA Student Councillors, I would say it was difficult to adjust in the beginning of the fall semester and going into this semester for the second half of my term. Despite all the challenges and hardships that my sector experienced, it was a very successful year. I am glad to say that all the planned events for each program in the CAA sector succeeded.

III. **Continuing Education (CONTEd)**

My experience as a Student Councillor for the Continuing Education sector has been enriched and interesting. As a Continuing Education student, it has been hard to attend some of the meetings because of the schedule conflict with my classes. I understand that finding a time that fits everyone's schedule can be difficult, but it would be important to do so in order to ensure that ContEd students' voices are heard.

As a ContEd Student Councillor, I noticed some issues that should be addressed and came up with some solutions. For example, ContEd students are not always included in student life activities and events. I think that one of the solutions for that issue would be to change the time slot for events and place some of them around 4-6pm. This would allow us to catch day students going home as well as ContEd students coming in for class. It is something that I tried when I brought free Burundian coffee during the Multicultural Week, and it worked perfectly.

I also noticed that some of the DSU Hive services are not available to ContEd students, which I find unfortunate since, as DSU members, ContEd students deserve to benefit from the same services as day students. It is an issue for which I was not able to find a solution yet, but I plan on continuing to work on it.

IV. **Science, Medical Studies & Engineering**

SMSE this academic year has had its ups and downs. The strike brought about stress to some students, especially regarding the postponing of the exams. It's important to note that others, however, looked at this fact in a more positive light.

There have been many extracurricular activities in SMSE this year. From Science Fest to Neuroscience, to SPACE, SMSE students have had various opportunities presented to them.

In terms of academics, there have been mixed feelings/results for many students. Therefore, it's important for us to continue to support those students who are having a harder time adjusting to the workload.

In terms of the various contributions made by the SMSE Councillors throughout the academic year, we can brief you on some of them:

- Monthly meeting with the Science Program Committee: one of our members met with the administration to discuss strategies to implement to better Science students' experience in their program.
- Academic Calendar Committee: another one of our members met with the administration to discuss a strategic way to plan the following academic year according to the needs of the Student body.
- Workshops, science presentations, and involvement in various student organizations: our members were involved in the Scientific community, whether it be through digging deeper into various articles and presenting to other science students, or encouraging students to partake in some (science-related and non-science) extracurriculars.
- outreach to various first-years as a means to mentor/guide/consol them during difficult periods: many of our members stood out as leaders in the Science program and were able to offer guidance as well as tips to their peers. Help by and for peers was truly something our members valued and executed throughout the year.
- Volunteering at the Open House and other events: many of our members represented the Science program at various events, encouraging others to ask questions and get curious about joining the Science program at Dawson the following year.
- and more!

We are grateful to say that we have had numerous accomplishments in terms of outreach to students in the Science program, and we hope and believe that the future councillors can take the accomplishments one step further!

Dear future SMSE Councillors, we suggest that you start the following academic year strong by reaching out to various Science students to learn more about their experiences in the program to have an idea of improvements that could be made to the program and experience at Dawson. We suggest having a booth potentially every month where you could collect feedback from students to then discuss strategies to implement with the administration.

Truly,

The 2023-2024 SMSE Councillors :)

V. **Social Science & Business Technologies**

A Renewed Social Science Program at Dawson College

Starting Fall 2023, new students at Dawson were able to enjoy the new version of the College's Social Science program. The renewed program includes a new study profile, titled *Society and Technology*, and the newly renamed *Social Change and Solidarity*, *Education, Family and Childhood*, and *General Studies* profiles, formerly *North South Studies*, *Child Studies*, and *General Social Sciences*, while still maintaining its classic

profiles, such as *Psychology, Commerce, Law, Society and Justice, and International Business Studies*.

SSBT Student Councillors Involvement

Two of your own Student Councillors representing the Social Science and Business Technologies academic sector—Gowrish Subramaniam and Nate Gervais—were part of the DSU Student Insurance Committee, which worked on the negotiation and pre-implementation phase of the new Health and Dental Plan offered to DSU members. Members of the Committee held several meetings to discuss the approach through which an agreement with the College was going to be reached regarding the insurance plan and met with the College administration in order to discuss the potential agreement, prior to the implementation of the plan. An agreement was successfully reached, and the student insurance plan will be implemented on September 1st, 2024, for the 2024-2025 academic year.

Moreover, SSBT Student Councillors Kenneth Oledan and Nate Gervais have each joined one of Dawson College's 2024-2029 Strategic Plan Working Groups, working closely with members of the Dawson administration and College staff. Your representative Gowrish Subramaniam was also engaged in *But It's Too Complicated*, a series of conferences on the subject of issues facing queer youth. The talks featured a number of queer advocates from many professional backgrounds and included a total of 7 events from April 29th, 2024, to May 3rd, 2024. Additionally, your SSBT Councillors also volunteered their time to DSU events and initiatives, such as Nika Heidarpour Maleki, who participated in the Welcome Days event for the Fall 2023 semester, ensuring upcoming Dawson students received a warm welcome as well as the necessary information regarding the College and the Union's services prior to beginning their studies at Dawson.

Community Highlights

On September 12th, 2023, the Dawson Society of Social Sciences (SOS) was created. Led by Doha Yousaf, a student in the Law, Society and Justice profile, as the society's President, and co-managed by Aral Trunc, Phoenix Mavros-Watson, Amanda Liu, and Evelina Chiper, who are all part of Dawson's Psychology profile, and who respectively serve as Treasurer, Secretary, Vice-President, and Elections Officer. This student group aims to build a community for Dawson students centered around a common interest in the social sciences. The club has been meeting on a weekly basis since its inauguration and has hosted a range of events, from career development seminars to mock job interviews, resume workshops, Jeopardy, Family Feud, movie nights, and more. The SOS recently underwent elections, and a new team of executive officers was decided for the 2024-2025 academic year.

On a final note, Dawson students in the Law, Society and Justice profile were invited to attend a conference given by the Honourable Nicholas Kasirer, Justice of the Supreme Court of Canada, which took place on April 3rd, 2024. The talk was given at Concordia University as part of the Faculty of Arts and Science's Jurist-in-Residence program, which aims to make the law more accessible to the public and to provide mentorship opportunities for members of the program. Law, Society and Justice Profile Coordinator, Catherine Braithwaite, noted in the invite that Judge Morton Minc, Concordia Jurist-in-Residence and host of the conference series, was keen on having Dawson students enrolled in the profile attend the event.



ANNEX: W2024AGA-20-3b

2023-2024 Executive End-of-Year Report

Dawson Student Union (DSU)

The Dawson Student Union's mission is to organize students on a democratic, co-operative basis for advancing students' interests, and advancing the interests of the students' community;

To bring students together to discuss and cooperatively achieve necessary educational, administrative, and legislative change wherever decision-making affects students;

To facilitate organizing services for students;

To achieve the goal of a system of post-secondary education which is accessible to all, which is of high quality, which recognises the legitimacy of student representation and the validity of Student's rights; and whose role in society is clearly recognised and appreciated;

To organize activities promoting the social, recreational, and cultural interest of the students at Dawson College;

To represent the interests of Dawson College students to all levels of the administration of Dawson College and to appoint all students required to represent the membership of their Union to all constituted or informal bodies of the College in accordance with an Act Respecting the Accreditation and Financing of Students' Associations.

Executive Team

The 2023-2024 Executive Officers are as follows:

1. President (Board Director): Isabelo Beli-En David
2. Vice-President Finance (Board Director): Benjamin-Taylor Sauvé
3. Vice-President Academics & Advocacy (Board Director): Delice Betukumesu
4. Vice-President Operations & Services (Board Director): Derrick Essou
5. Vice-President External Affairs: Candice Zhong
6. Vice-President Internal Affairs & Communications: Kiera Robak (resigned 4 December 2023)
7. Vice-President Student Life: Lina Adda
8. Vice-President Sustainability & Equity: Fiorella Chuquitaibe Vargas



End of Year Report

Representation on College Bodies

1. Board of Governors (BoG)

- The 2023-2024 Student Representatives on the Board of Governors were Isabelo Beli-En David (DSU President) as Technology (Technical Program) Student Representative, and Derrick Essou (VP Operations & Services) as Pre-University Student Representative.
- Approval of new program grids based on the implementation of Law 14 at the college through the French language policy
 - i.e. how each student for each program will be taking their 5 courses of French or in French based on their eligibility status and French proficiency. There are still deep concern on how this will impact marginalized students notably indigenous students and the additional barriers pushing them away from higher education.
- Approval of new Mental Health policy.
- Approval of the 2024-2029 Strategic Plan
 - Special attention to be placed on the implementation of EDIA practices, indigenization, and student-oriented goals
- Etc.

2. Senate

- The Student Representatives appointed to Senate for the 2023-2024 academic year were Isabelo Beli-En David (President), Delice Betukumesu (VP Academics & Advocacy), Derrick Essou (VP Operations & Services), as well as Chris Maniratanga (Continuing Education Councillor).
- Approved new and revised program grids to be recommended to the Board. This includes the following: new Computer Science and Mathematics program, new Cybersecurity AEC, Liberal Arts, Social Service, Interior Design and more.
- Discussed courses of action to resolve the temperature situation during heat waves in the College.
- Consulted and advised the 2024-2029 Strategic Plan, which embraces well-being as an overarching value and expresses the College's dedication to indigeneity.
- Advocated for students' well-being during revisions of the academic calendar for Winter 2024, Fall 2024 and Winter 2025 following the Common Front strike.
- Communicated need for more on-campus accessibility.
- Advised admission conditions for certain programs (i.e. removal of the letter of intent for Nursing).



- Discussed new policy on Blended learning, which would regulate and limit the offering of courses including virtual learning activities, considering certain aspects, such as student choice and education barriers.
- Advocated for students' best interest in Phase 2 and 3 of the implementations of Law 14 French language requirements.
- Discussed the concerns around the notion of Academic Freedom at the College.
- Expressed support for the addition of Indigenous languages in curriculum for Journeys students during the Fall 2024 semester.
- Etc.

3. Senate Sub-Committees

a. Senate Agenda Committee

- The Student Representative appointed to the Senate Agenda Committee for the 2023-2024 academic year was Delice Betukumesu (VP Academics & Advocacy).
- Discussed items deemed appropriate to discuss under Senate's jurisdiction during monthly meetings.
- Approved draft agendas and meeting minutes to be sent to Senate members.

b. Academic Calendar Committee

- The Student Representative appointed to the Academic Calendar Committee for the 2023-2024 academic year was Dilinur Abdumutalova (SMSE Councillor).

c. Institutional Student Evaluation Policy Committee (ISEP)

- The Student Representative appointed to the ISEP Committee for the 2023-2024 academic year was Delice Betukumesu (VP Academics & Advocacy).
- Drafting and reviewing ISEP 2.0, updated version of the document expected to roll out in Fall 2024.
- Evaluated the Commission d'évaluation de l'enseignement collégial 's requirements.
- Established achievable objectives.
- Discussed efficient student consultation.
- Advised proposed document structure.
- Proposed changes in terminology and presentation.
- Etc.

d. Advisory Admissions Committee

- The Student Representative appointed to the Advisory Admissions Committee for the 2023-2024 academic year was Thenral Nadarajah (Continuing Education student).



4. Other Committees

a. Dawson Foundation

i. Member of the Board of Directors

- a. The VP Finance was the Student Representative on the Board of Directors of the Dawson Foundation. The board did not meet often and mostly discussed fundraising for the foundation which could then be put towards financial aid and SAEF/SAGE fund. The possibility of increasing the voluntary student donation paid through Dawson tuition from \$10 to \$15 was also discussed. However, it was unpopular and would not be implemented for the Fall 2024 semester if eventually approved

ii. Student Academic Enrichment Fund (SAEF)/SAGE Fund Committee

- a. The SAEF Selection Committee, whose student member was the VP Finance for both semesters and the VP External Affairs for the second meeting, now called the SAGE Fund, congregated once per semester. This Foundation committee was able to partially or entirely fund projects such as the Dawson College Model UN, Dawhacks, and more. The amount of student initiatives funded went from 1 last year (the Mahsa Amini Initiative) to 2 (Dawhacks and a cyclotron for students)

iii. Alumni Committee

- a. The Alumni Committee of the Dawson Foundation, whose student member was the VP Finance, met once during the academic year to discuss the ways to fundraise through Dawson alumni. Ideas included regular emails, the establishment of an alumni association, the use of specific software for alumni management, and ways to reach out to parents of alumni.

iv. Investment Committee

- a. The Investment Committee of the Dawson Foundation, whose student member was the VP Finance, did not meet during the 2023-24 academic year. Instead, the committee exchanged emails agreeing to increased transparency involving the investments of the Dawson Foundation.

b. Health and Safety Committee

- The Student Representative appointed to the Health and Safety Committee for the 2023-2024 academic year was Victoria Ormiston (Pre-University SSBT student).

c. Mental Health Committee

- The Student Representative appointed to the Mental Health Committee for the 2023-2024 academic year was Isabelo Beli-En David (President).



d. Prevention of Sexual Violence Committee

- The Student Representatives appointed to the Prevention of Sexual Violence Committee for the 2023-2024 academic year were Faye Rasno (Pre-University CAA student), Kiera Robak (Pre-University SSBT student, previously VP Internal Communications), and Gowrish Subramaniam (SSBT Councillor).
- Reviewed the 2023-2024 plan to promote prevention of sexual violence.
- Reviewed the 2024-2025 plan.
- Revised the effectiveness of activities offered (i.e. workshops, lectures, training modules, etc.)
- Established a new plan to get more staff and faculty to complete the training available on Moodle.
- Worked through issues with the Concordia training module.

e. Standing Committee – Policy on Sexual Violence

- The Student Representative appointed to the Policy on Sexual Violence Standing Committee for the 2023-2024 academic year was Kiera Robak (Pre-University SSBT student, previously VP Internal Communications).
- Improved the Standing Policies that needed to be updated to the current legal standard.
- Called for the revival of the training committee.
- Reviewed the confidentiality agreements in effect once a disclosure has been made.
- Sent out a survey via Omnivox to faculty, staff and students to view the effectiveness of the policy and its marketing
- Within the subcommittee:
 - a. Revealed discrepancies between English and French version of the policy, as well as the confidentiality agreement.
 - b. Reviewed procedures and change to reflect reality.

5. Working Groups

a. Student Communications

- The Student Representative appointed to the Student Communications Working Group for the 2023-2024 academic year was Candice Zhong (VP External Affairs).
 - a. The working group was created because the College is looking for ways to effectively communicate to students. It is led by Dawson Communications and implying representatives from Academic Advising,



Office of the Academic Dean, Academic Systems, Information Technology, Student Services, and the DSU.

- Raised concerns about the inconsistencies of platforms used (Omnivox newsfeed, Dawson email, etc.), and overlapping communications can be overwhelming for students.
- Helped the College understand reasons behind ineffective communications.
- Reviewed and provided feedback on the Omnivox survey on communications sent on Omnivox.

OFFICE OF THE PRESIDENT
Isabelo Beli-En David, President (Board Director)

1. Chair of DSU Student Insurance Committee

After the preliminary work done in the 2022-2023 academic year, the DSU Student Insurance Committee (SIC) was re-established by the DSU Student Council. The SIC held multiple meetings to discuss everything related to Insurance. The SIC interviewed representatives from Studentcare and members of the College Administration. After careful consideration and various conversations by the Committee members, including executive officers, student councillor, DSU Administrative Director and DSU Accountability Officer, the SIC recommended implementing a DSU Health and Dental plan with Studentcare as the insurance broker.

2. Implementation of Student Insurance

After approval of the recommendation from the SIC by the Student Council on Wed, 20 Dec 2023, VP Finance and I along with support from the Administrative Director and Accountability Officer worked toward implementation of Student Insurance.

On Tue, 6 Feb 2024, a formal letter requesting the implementation of Student Insurance and the collection of health and dental plan fees was sent to the former Director of Student Services and members of the College Finance team. On Thur, 8 Feb, VP Finance sent a follow-up email.

On Thurs, 15 Feb 2024, the former Director of Student Services sent a response to our request. The College has requested to enter a Protocol Agreement regarding the collection of the Insurance "Premium".

On Mon, 26 Feb 2024 at 11:20 am, the College sent a draft of the Student Insurance Protocol Agreement. The College had given a deadline of Wed, 28 Feb at 4:00 pm to accept the Protocol Agreement or not. The draft Protocol was reviewed by DSU Legal Counsel, Administrative Director, VP Finance and President. DSU Feedback and proposed amendments were sent to the College on Tue, 27 Feb 2024 at 2:56 pm.

On Wed, 28 Feb at 8:45 am, the College sent the final draft of the Protocol Agreement. The College has ignored or outright rejected almost all of our proposed amendments.



An emergency meeting was held the same day with DSU Legal Counsel, Administrative Director, VP Finance and President. After a recommendation from Legal Counsel, the DSU signed the Student Insurance Protocol Agreement on Thurs, 29 Feb 2024.

On Tue, 5 Mar 2024, the College informed us returning students were going to be invoiced in the next couple of days. On Fri 8 Mar 2024, the College confirmed that returning students were invoiced in the late evening of Thurs, 7 Mar 2024. The College has given the DSU less than three days of notice regarding invoicing which resulted in students not being informed about the DSU Health and Dental plan fees before students were invoiced.

Once the agreement was signed and the invoicing was confirmed, the DSU worked as quickly as we could with Studentcare toward creating an information campaign. In a matter of eight days, a dedicated Studentcare website and phone line, posters, pamphlets and tabling were created and implemented.

Lastly, the conversation continued with the new Director of Student Services, the College Finance Department and Studentcare toward the implementation of the Student Insurance Protocol Agreement. Conversations were held regarding how to implement a smooth and efficient opt-out period.

3. Review of DSU Positions & Constitution

After re-establishing the Policy Review Committee, a target review of the Constitution and a complete review of the Positions were completed. Amendments were proposed to both documents which the Student Council approved. The final ratification of the proposed amendments is in the middle of being completed. The proposed amendments to the DSU Constitution will be ratified via a referendum held on 21-22 May 2024. The proposed amendments to the DSU Positions will be ratified during the Annual General Assembly to be held on Fri, 24 May 2024.

4. Review of Employees Contracts & Salary

In consultation with the DSU Human Resources (President, VP Finance and Administrative Director), a review of the DSU two employees' (Senior Hive Coordinator and Administrative Director) contracts and salaries was completed. The appropriate changes to employees' wages were made and wage increases were made based on the DSU's financial capacity.

Recommendations:

1. Expansion of DSU Employees

Currently, the DSU has two permanent employees (DSU Administrative Director and Senior Hive Coordinator). At this moment there is one employee (Administrative Director) providing support and guidance to all eight Executive Officers along with completing administrative and corporate secretary work, all at the same time. As a result of a lack of support, DSU Executive Officers struggle to balance being full-time students and performing their DSU duties while the Administrative Director is being overworked. The result is an executive team that burns out by the end of the semester while not



being able to complete all the goals set in the executive plan. Additionally, the Administrative Director is forced to work overtime during the late evenings and weekends.

For the DSU to provide better services and potentially expand or create new services and initiatives, an expansion of DSU employees is required and must come before any expansion or creation of new services and initiatives. More specifically, I recommend hiring new employees to help with communications, administrative work and office secretary duties. The hiring of a communication person and administrative support staff would greatly benefit not only the Executive Officers but the DSU membership as well.

Additionally, the DSU must look into revamping the current working conditions, one that would provide greater flexibility and work-life balance while increasing productivity. A four-day workweek or an expansion of Work from Home days must be looked into for all permanent employees. The review must be a collaborative process with the DSU Human Resources Team and the employee.

2. Committee to Create Standing Regulations

DSU has yet to create standing regulations on Finance, Election & Referendum, and Positions. I recommend creating a committee tasked to draft the standing regulations for Finance, Election & Referendum, and Positions. The Finance Committee has already been tasked with writing the Finance Standing Regulations. A Student Council committee can be created to draft the Elections & Referendum, and Positions Standing Regulations.

Additionally, I would recommend the Policy Review Committee review the Club Standing Regulations to include affiliated/chapter clubs and independent student groups into the DSU fold.

3. A long-term vision for DSU (Strategic Plan)

The current strategic plan is set to expire in the 2024-2025 financial year. A new strategic plan is required and will need to be developed by the 2024-2025 team. Long-term planning would be a great opportunity to plan and implement the above-mentioned recommendation as well as an opportunity to build a new ambitious vision for the DSU. The new long-term vision planning is also an opportunity to include groups of students who typically are not involved in the DSU such as students in the CAA sector and students from Technical Programs.

OFFICE OF FINANCE Benjamin-Taylor Sauv , Vice-President (Board Director)

1. Budget

- o Successfully made a budget which allowed for DSU operations to the specifications the Executive team desired and was accepted by the Student



Council. The budget was adjusted twice, in November and March, after receiving student fees from the College's tuition for more accurate resource allocation

- CRUES disaffiliation referendum included had students vote to reallocate funds meant for their fees which did not need to be sent towards accounts that would benefit students such as the student groups fund, merchandise, Dawson Dinin, and Special Project Funding.

2. Accounting & Audit

- Completed the hiring process of a certified public accountant with experience in auditing. This was started by the last executive team's VP Finance with the intention of better managing and keeping more up to date on the Union's finances and aiding in the process of cleaning up our accounting system. Another reason for this decision by my predecessor which I concur with is to have a smoother transition between VPs of Finance, to lessen knowledge lost on financial operations and experience. She has so far done great work and I recommend renewing her contract as her services are invaluable in ensuring that our finances do not get in the way of our operations and initiatives.
- The Audit for the last financial year (June 1 2022-May 31 2023), preparation for which started during the summer and ending with the acceptance of the financial statements by Student Council, produced by the auditing firm hired at the last General Assembly, was completed and were chosen by the finance team to do our audit once again for this financial year (June 1 2023-May 31 2024). Our audit was previously done by a firm under the name Fuller Landau; however, they merged with BDO, hence while operating under a different name, there was no formal nor functional change in the firm which produces our financial statements.
- During the early summer, the DSU ordered extra service from BDO to bring our books up to date. This was done to have a smoother audit and to use our time more on the moment and the future rather than the past. This was done to our satisfaction, and our accounts are more organized than they have been since the pandemic.
- Restructures certain internal bookkeeping and accounting procedures to ensure that all expenses are recorded properly and with all necessary documentation attached. This included adding G/L codes, creating a task list with the DSU's accountant and Administrative Director, enforcing procedures for Executives, encouraging the creation and management of expense reports and budgets, frequent discussions and meetings with Executives to keep up with activities and issues, and more

3. Student Insurance

- The President has written a detailed chronology of how the implementation of student insurance beginning Fall 2024 which you can see above. I will only add that after the signing of the (Student Insurance) Protocol Agreement with the



College, we have done our best to make sure that the whole process is as smooth as possible for students, the Union, and the College as well. This includes getting the earliest possible opt-out period for the many students who will inevitably not want to be on this plan, making sure as many students as possible get the information they need about the plan and how to get out of it if they so choose, and other elements that will make the plan work for students rather than the other way around. The execution of this plan will have to be maintained by the next team, but we can finally say that we finally implemented what was promised to students in Winter of 2021.

4. Clubs

- Increased Club's fund throughout the year, notably when the Crues fee money could be redirected towards it. The increase in the number of clubs inevitably led to the need of more resources available to them. The number of clubs and their activity has increased significantly since the pandemic. This requires more funds and more time due to procedure on reimbursement, which is by far the most common way clubs have access to their budgets, and the procedure for expenses needing approval when exceeding \$75. This has been time consuming as it requires every expense be reviewed to ensure that the payments occurred and that they were approved by the executive team. While this system is not ideal in terms of time and the need for club execs to spend out of pocket at the time of payments, this is the system I inherited as an anti-embezzlement measure and to incentivize smart spending.
- However, club fund liquidity will become a bigger issue over time if current trends continue. the recommendations will elaborate on this.

5. Merchandise

- During the summer, we were able to order a large amount of stress balls, tote bags, and pens meant to be handed out to new students during Welcome Days. We still have a lot of this merchandise in our storage, and this can be used after this year for more Welcome Days, or any other applications future executive teams wish to use them for. This should save them money.
- During the Winter Semester, the team agreed to purchase more merchandise as there was a lot more money left in the budget for that. This went towards the purchasing of attire. I made sure that the attire purchased was made of sustainable materials and reasonably priced. This was done often by past teams; however, last year's team ran out quickly. This is because they were handed out for free during welcome days. To do more with less, we decided to be more selective. This means that rather than being given on a first come first served basis, it will be given out to people involved in the DSU. Particularly, we wish to give them out to volunteers who have helped us so much throughout the year.
- During the Winter Semester, the order also included water bottles. This was done to renew the DSU's old bottle initiative meant to dissuade people from using



plastic bottles or other less sustainable options. We ran out of these bottles in the Fall semester, and seeing as sustainability is one of our values, and there has been a demand for these bottles, we decided that this was a good service to invest in.

- One of the first situations which occurred during the year of our mandate was a proposal, for lack of a better term, to have the DSU pay more than around \$14,000, most of the expense, for the printing of an agenda for the 2023-24 academic year. Due to issues during last year's mandate, we were not informed of this plan and had to come to a decision as to whether we would pay for this. As a team, we had decided not to for two main reasons:
 - This expense would need to be made before the presentation of a budget to the Student Council
 - The agenda did not have sufficient information on the Union despite proposing that we finance most of it

As far as we can tell, this was done due to a breakdown in communication involving the agenda last year. While we did not approve of this purchase, a demand for physical agendas clearly existed so we worked with the College's Student Services department to make agendas available to students next year free of charge (pilot project for First-Year students).

6. Miscellaneous

- Acquisition of student emails:
 - For the first time since incorporation, the Dawson Student Union has the emails provided to students by the College. This was done after a letter from the Quebec Ministry of Higher Education confirmed that the Act Respecting the Accreditation and Financing of Students' Associations, which only explicitly mentions telephone numbers and street addresses as information required to be given to the student union, implicitly includes emails as it is a form of communication which proliferated after the law took effect. The letter also mentions that this does not violate student privacy laws, which was the main reason why the college stated they were unwilling to share these emails with us.
- DSU Awards:
 - The DSU Awards, implemented in the Fall of 2021, were available once again this year. Last year's awards were only available during the Fall semester. This year, I and the VP Academics & Advocacy successfully made the DSU Awards available during both semesters, ensuring that all students throughout the year were able to apply and potentially gain money for their academic or volunteering success.



Recommendations:

1. Finance Committee involvement

- Give more responsibilities to finance committee and other volunteers to speed up operations and increase the involvement of students in the Union.

2. Hiring more office staff

- I recommend the next team hire more staff as they are extremely valuable in continuance and guidance of executives. They are also able to put all their focus into the Union, unlike Executives and Councillors, who have an obligation to their role as a student.

3. Special Project Funding advertisement

- This is a service with a lot of potential that I could not maximize due to an inability to properly advertise and difficulty following up on inquiries.

4. Club fund liquidity improvement

- Looking for possible alternatives or ways for clubs to access funds. One such way would be to find a better alternative to DocuSign when processing reimbursements and finding other ways for club executives to make payments using club funds. This will be difficult as it would need to balance security and availability.

5. Sustainable products

- Effort should be put into giving priority given to recyclable, compostable, or otherwise sustainable products such as office supplies, merchandise, and equipment when possible.

OFFICE OF ACADEMICS & ADVOCACY
Delice Betukumesu, Vice-President (Board Director)

1. Governance & Representation in Academics

- In collaboration with previous VP Internal Affairs, establish clear avenues through which students can inquire about academic concerns and begin the complaints process.
- Use of new promotional strategies, such as the Blue Rings server and contacting program/profile coordinators, to diversify student representation beyond the core DSU executive team.



- In collaboration with members of the executive team, launched two major surveys concerning the impacts of Law 14 and those concerning the Common Front strike, the latter amassing over 1000 responses.
2. Advocacy
- In collaboration with VP Finance, organize the Fall 2023 DSU Awards selection and ceremony.
 - Organized a collaborative event with McGill's African Student Society (MASS)
 - In collaboration with the Etcetera club and the Hive, organize a week of workshops and activities initiated by Olivier Lamoureux, an engaged student, on the topic of
 - Supported social justice initiatives coming directly from our membership, such as fundraisers for Armenian refugees exiled in Canada and Montreal cat shelters in need.
 - Promoted external advocacy and social justice initiatives to the membership, such as McGill's Branches mentorship program.
 - Assisted around two dozen students in academic grievance procedures and complaints of a non-academic nature throughout the 2023-2024 academic year. This includes but is not limited to aiding students in understanding college policies, initiating and accompanying students to meetings with members of administration, making referrals to mental health resources, etc.

Recommendations:

1. Achieve complete centralization of complaints procedure using existing communication resources at the DSU.
2. Develop a bank of dedicated candidates for efficient student representation appointments.
3. Organize tabling events catering to Continuing Education students, a portion of our membership that remains underrepresented.

OFFICE OF OPERATIONS & SERVICES
Derrick Essou, Vice-President (Board Director)

1. Business Operations
 - Successful migration from google workspace to Microsoft 365, allowing the organization to benefit from a large suite of integrated services for email, videoconferencing, room and resource calendar reservation, productivity tools, cloud storage & public documentation hosting, device management, and endpoint-security at reduced non-profit rates.
 - Implementation of a centralized management of the union's electronic devices through Microsoft Intune, allowing for a uniform implementation of security



policies, application deployment, device assignment and shared usage, and asset protection.

- Drafting of event procedures to standardize the processes of planning and running events on campus as well as efficiently utilizing the resources offered by the DSU and the different departments at the College. Will need to be updated based on recent organizational changes in the college relating to room reservation systems, and work order management.
- Implementation of new inventory database in pair with a labelling system to keep track of the union's asset. Allows for more efficient investment and the implementation of effective asset protection measures.

2. Spaces

- Safety concerns regarding the old prayer room forced the use of a temporary prayer room throughout the winter semester. A permanent solution has been established and will be in use for the following fall semester. The series of events did not strictly follow the protocol-agreement, but the safety of the users of the prayer-room was prioritized throughout the process.
- Updated clubs space attribution process that utilizes Microsoft Forms and opens the up the attribution of the permanent space to all clubs.

3. Services

- Dawson Dinin' had an additional day of service sponsored by Living Campus starting in the fall semester. The additional day of service, the promotion of living campus, and the new Instagram page contributed to an increase in visibility of the service.
- The Hive had an increase in visibility, number educational workshops and program offer thanks to the service's Senior Coordinator, Sabrina Vo, and the use of strategic advertisement on campus and social media.
- The new podcast (The Vine) had a second season over the winter semester with a new team. The development of training documentation and proper record keeping will allow for an easier continuation of the project.

Recommendations:

1. Documentation, implementation, and distribution of procedures relating to event planning, use of spaces, use of storage, digital accessibility, etc.
2. Implementation of asset tracking procedures in coherence with the activities of the Union.
3. Evaluation of the need for food safety certifications for Executive Officers & Staff.



4. Additional trainings for use of Audio-Visual & Electronic resources for Executive Officers and clubs.
5. Evaluation of Information Technology (IT) resources and needs to either outsource IT services or hire a part-time employee to ensure necessary levels of cybersecurity and standards of digital infrastructure.

OFFICE OF EXTERNAL AFFAIRS
Candice Zhong, Vice-President

1. CASAQ (Coalition of Anglophone Student Associations of Quebec)
 - Mobilized member student association to document student perspectives on Law 14
 - Updated member student associations on DSU's projects every 2 weeks
 - Upheld and communicated DSU's positions during ongoing relationships with other student unions
2. Mahsa Amini Initiatives
 - Raffle fundraiser in the Fall 2023 semester
 - Bake sale fundraiser in the Winter 2024 semester
 - Support Artz showcase as an additional fundraiser
 - Set up the criterion and gathered selection committees for the 2 awards of \$1000 given per semester
 - Progress made on the Mahsa Amini Initiative Guidebook
3. Intercollegiate initiatives:
 - DawHacks, dual track intercollegiate competition
 - Datamatch and its specific survey for Dawson students
 - CASAQ Gaming tournament
4. Miscellaneous:
 - Special General Assembly on Climate Strike
 - Tabling to raise awareness on new tuition hikes policies on anglophone universities
 - Statement from Dawson nursing students supporting strikes of Front Commun, FIQ and FAE
 - DSU delegation at the November 2024 CRUES Congress, reporting back to student council followed by a disaffiliation campaign.
 - Representative on the working group on effective communications to students
 - Chaperoned a student-led bake sale for Artsakh refugees in Armenia



Recommendations:

1. The next VP External Affairs shall keep in mind that other student associations might function differently. This implies preparing to communicate using different mediums ex: emails, Messenger, etc.
2. Helping DSU members finding external resources or linking them with relevant external contacts when there are needs.
3. Give more opportunities for volunteers and train them accordingly to take the lead ex: inviting them to CASAQ meetings, work on visuals/videos, always have a plan B for events heavily relying on volunteers.

OFFICE OF INTERNAL AFFAIRS & COMMUNICATIONS N/A (Vacant)

OFFICE OF STUDENT LIFE Lina Adda, Vice-President

General Reflection

This year has been filled with wonderful projects and club management. I am forever grateful for the amazing peoples I have encountered in my journey, as well as the wonderful DSU Team and Campus Life team that has helped me tremendously. This mandate helped me grow and learn new skills while enhancing and making positive changes in students' lives.

This year consisted of many events, but there was a tremendous focus on club management. Since the previous year, clubs have been put aside, and many documents, rules, and functions have been/are all over the place. Therefore, with the help of the VP Operations & Services, Rina Alma Arlegui our Administrative Director, and Sabrina Vo our Sr. Hive Coordinator, I was able to create a more organized club experience.

Accomplishments

Here are this year's accomplishment concerning clubs:

1. Update and refinement of Clubs Standing Regulation, Space Standing Regulation and Club Constitution. The documents make more sense and there is the addition of roles such as election officer and other details for the well-being of clubs.
2. Creation of Harassment Policy and Banning Procedure with the help of the Hive
3. Emphasis on communication with clubs and regulate updates, more severe when It comes to task and obligations.
4. Creation of Space, Event Reservation, Event Proposal forms.



5. Creation of four all-club meetings for general information on club procedures with VP Finance and VP Operations & Services.
6. Oversee more club activities, events and minutes. More insistent on well-being and also on respect of constitution.
7. Creation of nine new clubs and of three independent groups as well as revival of legacy and media club.
8. Creation of more collaborative events with clubs with Student Life events, Campus Life, faculty, teachers, and even external events such as Law Club trip to Parliament Hill in Ottawa.
9. Organization of clubs' constitutions, club executives and official emails.
10. Cleaning of VP student Life emails and documents, I was able to classify them for coherence purposes (big cleaning).

When it comes to events, this year has been prolific, and the generous and sweet positive comments I received from students have confirmed that they were all successes. If I reflect back on my goals at the beginning of the year, I am able to confirm that my event organization was done in a timely and effective manner. It provided me with time to manage last-minute surprises and effectively transmit floor plans, reservations, food, decorations, etc. for events that were never made at the at the last minute. Furthermore, all events were free and accessible to the general public of students. I always made sure to have the most visibility. Events were also extremely publicized, with many weeks of promotion on different platforms: Omnivox, Instagram, TV, posters, etc. Many events have taken place due to collaboration, and I was able to introduce many amazing contacts to our list as well as enhance students' talents. Each event was made to high professional standards with a detailed plan and multiple records for finance and other purposes.

Here are this year's accomplishment concerning events:

A) Organization of 10 events (3 more than said at beginning of year):

1. Corn Roast with Campus Life
2. Geek Week with Campus Life and ACE Club
3. Halloween week with Feminist Union
4. Winter Ball (BIG SUCCESS!)
5. Multicultural Week (BIG SUCCESS!) with Chinese Culture Club and other Students,
6. Black History Month with legacy
7. Art Week with Faye (volunteer), Chinese Culture Club, ACE Club, Theatre Club, DVIC Club and other students
8. Chinese New Year with Chinese Culture Club
9. Club Fairs
10. End Of Year BBQ Fest with Campus Life

B) All the events had a main focus on sustainability. Clubs and I managed to make the decorations and other material reused many times. Many decorations bought have been kept for future years. Concerning the storage, I bought materials necessary for next year events such as



more winter decorations. All cups, plates and utensils have been compostable. I always tried to use less money than usual for economies and best quality price.

C) I was also able to create strong relationship with companies and vendors who we use their service such as Marabooth, Flip Inflatable games, Mrs. Misao Koto, Artists during art weeks (list will be provided to new vp), and many more. I really believe that this year was prolific in regaining confidence and embellishing the name of student life within the public.

Challenges and Recommendations

1. Many students complained that there were not enough events putting student talent on display; therefore, before inviting outside vendors, artists, or companies, try to see if students at school can do the job. Example: a student in photography, a student business, a student who likes to cook, etc.
2. Promote more events on the tables at the Upper Atrium; many people seem to forget or not see Omnivox and Instagram.
3. Have more cultural events.
4. Have more science-related clubs.
5. I have encountered a lot of challenges when it comes to payment, so a check was the solution and was the best option for many people we had to pay.
6. Issues concerning booking: it is very hard for me to book spaces, and I always have to go see campus life to make sure a room is free. Yes, clubs and I sent space reservations, but unfortunately, there were a lot of double bookings. Everything would be easier if VP Student Life and VP Operation & Services had access to the College booking system. Therefore, we recommend continuing to insist that the College give the DSU access to it. Plus, it was also difficult and overwhelming for Campus Life, mostly with the enormous number of club events this year.
7. Make sure that clubs follow the sustainability rules more; we want to limit waste.
8. Make sure the College goes through the VP Student Life for complaints, comments, or any other talk about our events or our clubs.
9. Have an inventory of each club's material.
10. Apparently, many wanted a prom, so the suggestion to have one next year.
11. Perhaps have some events outside of school.

General Notes

1. I noticed that many students appreciated grand events with free food; it seems that food is a need for many.
2. I noticed that students did not participate a lot this year unless prizes were involved.
3. Conrod's was not a good venue for spectacles, nor is the Lower Atrium.
4. Tabling was very popular and worked very well.
5. Bake sales were a big hit.
6. The art contest was very popular, as was the costume contest online on Instagram.
7. Students want to be more involved in sales and promotions.
8. Many students want more promotion of clubs.
9. Movie nights were successful, but not many people attended them.



10. Activities with registration seem to be less successful than those with on-the-spot attendance.
11. Olivers is good for relaxing activities but definitely not the most popular place.
12. It is not a good idea to do events outside of the first and second floors, as many students do not know where to go or are just not interested (besides 5B.16 Ex. Winter Ball).

OFFICE OF SUSTAINABILITY & EQUITY
Fiorella Chuquitaie Vargas, Vice-President

1. The Swap

The service's visibility increased through promotion and expansion to the Facebook Book Exchange group. In the winter semester, we received a significant donation of lab coats, highlighting the substantial need among students for affordable academic resources.

2. Climate Strike

Climate change is a critical issue that profoundly impacts our student community. Participating in the climate justice movement offers a proactive approach to advocate for sustainable policies, ensuring a livable planet for future generations while making a tangible impact and driving necessary changes.

Alongside the VP External Affairs and the President, we organized a special general assembly to hold a strike. Although we did not reach quorum since we only had three days to mobilize, many students showed interest in participating in the strike. Consequently, I organized a march to Jeanne Mance Park, where students from Concordia and McGill also attended.

3. Green Break Workshops

At the end of the fall semester, I organized a seed planting workshop in collaboration with Sustainable Dawson and a tote bag design workshop. These workshops provided students with an opportunity to connect with nature and relax during the stressful final weeks of classes.

4. Refugee Centre Fundraiser - Work/Study Permit

Acknowledging the financial burden on full-time international students, who pay between \$7,210 and \$11,174 per semester, along with additional documentation fees, I organized a Brazilian desserts sale to donate money to the Refugee Centre for the work/study permit fund. This effort aimed to alleviate some of the financial pressures on international students.

5. Compartir Latino

I held a potluck event, Compartir Latino, in collaboration with Latino club, where international students and individuals from diverse backgrounds could meet, fostering a sense of community and cultural exchange.



6. Free Clothes

In response to the impacts of the fast fashion industry on both the environment and labor conditions and the need for more sustainable, ethical and affordable approaches to clothing consumption, I organized a free clothes distribution event. The positive feedback from students highlighted the importance for such initiatives.

Recommendations:

1. Given the increased visibility of The Swap and high workload for a single executive, I recommend hiring an assistant to manage the service. Additionally, expanding the donations to include lab coats and other essential materials.
2. Increase awareness of Special General Assemblies by educating students about their purpose and significance. Additionally, posting updates with the results will enhance engagement and deepen understanding among the student body.
3. Create a guidebook on organizing zero-waste events to educate and encourage clubs to adopt more sustainable methods.



W2024AGA-20-3c

**DAWSON STUDENT UNION W2024AGA-20
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 20
MEETING TYPE: REGULAR
FRIDAY, 24 MAY 2023 @1:00PM ET
HYBRID: DAWSON COLLEGE, AMPHITHEATRE RM. 4C.1 & ZOOM**

3. Reports

c. 2022-2023 Auditor's Report (Financial Statements as at 31 May 2023)

At the 2022 Annual General Assembly, the DSU membership appointed BDO Canada LLP to conduct the DSU audit for the 2022-2023 Financial Year that runs from 1 June 2022 - 31 May 2023.

BDO Canada LLP's Qualified Opinion:

We have audited the financial statements of the Dawson Student Union (the Union), which comprise the statement of financial position as at May 31, 2023, and the statements of operations, changes in net assets and cash flows for the year ended, and notes to the financial statement, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Union as at May 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with the Canadian accounting standards for not-for-profit organizations.

ANNEX: 2022-2023 Auditor's Report (Financial Statements as at 31 May 2023)

ACTION REQUESTED:

The General Assembly is requested to note the 2022-2023 Auditor's Report (Financial Statements as at 31 May 2023) as distributed which was approved by the Student Council on 29 February 2024.

DAWSON STUDENT UNION

FINANCIAL STATEMENTS

MAY 31, 2023

**DAWSON STUDENT UNION
FINANCIAL STATEMENTS
MAY 31, 2023**

	Page
Independent Auditor's Report	1 - 3
Statement of Financial Position	4
Statement of Operations	5
Statement of Changes in Net Assets	6
Statement of Cash Flows	7
Notes to Financial Statements	8 - 10

INDEPENDENT AUDITOR'S REPORT

To the Members of
Dawson Student Union

Qualified Opinion

We have audited the financial statements of Dawson Student Union (the Union), which comprise the statement of financial position as at May 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Union as at May 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many not-for-profit organizations, the Union derives part of its receipts from the general public in the form of cash receipts, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Union. Therefore, we were not able to determine whether any adjustments might be necessary to revenues, excess of revenues over expenses and cash flows for the years ended May 31, 2023 and 2022, assets as at May 31, 2023 and 2022 and net asset balances as at June 1 and May 30 for both the 2023 and 2022 years. Our audit opinion on the financial statements for the year ended May 31, 2022 was modified accordingly because of the possible effects of this limitation of scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Other Matter

The financial statements of Dawson Student Union for the year ended May 31, 2022 were audited by the firm FL Fuller Landau LLP whose practice now operates under BDO Canada LLP and who expressed a qualified opinion due to the reasons described in the Basis of Qualified Opinion section on December 27, 2022.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

BDO Canada s.r.l./S.E.N.C.R.L./LLP¹

Montreal, March 14, 2024

¹ By CPA auditor, public accountancy permit No. AI 18902

**DAWSON STUDENT UNION
STATEMENT OF FINANCIAL POSITION
AS AT MAY 31, 2023**

	2023 \$	2022 \$
ASSETS		
Current		
Cash	351,048	343,409
Accounts receivable	211,739	205,806
Prepaid expenses	3,876	4,262
	566,663	553,477
Capital assets (Note 3)	4,306	-
	570,969	553,477
LIABILITIES		
Current		
Accounts payable and accrued liabilities	13,853	20,542
Deferred revenue	12,161	-
	26,014	20,542
NET ASSETS		
Unrestricted	544,955	532,935
	570,969	553,477

Approved by,

_____, Director

_____, Director

The accompanying notes are an integral part of these financial statements.

**DAWSON STUDENT UNION
STATEMENT OF OPERATIONS
YEAR ENDED MAY 31, 2023**

	2023	2022
	\$	\$
Revenues		
Student fees	444,346	455,107
Mahsa Program	14,477	-
Donations	3,898	1,758
Interest income	1,111	723
	463,832	457,588
Expenses		
Advertising and promotion	34,944	18,267
Amortization of capital assets	2,003	-
Conferences and meetings	11,958	2,621
Executives' honorariums	46,020	45,500
Donations	2,824	3,674
Elections and general assemblies	11,651	5,145
Events and campaigns	127,992	25,656
Insurance	8,013	6,218
Interest and bank charges	1,091	1,312
Office expenses	4,860	4,977
Professional fees	36,624	35,815
Salaries and fringe benefits	107,856	126,045
Special project fund	6,014	5,754
Telephone and website	26,637	11,742
The plant newspaper	21,522	6,532
Travelling	1,803	6,380
	451,812	305,638
Excess of revenues over expenses	12,020	151,950

The accompanying notes are an integral part of these financial statements.

**DAWSON STUDENT UNION
STATEMENT OF CHANGES IN NET ASSETS
YEAR ENDED MAY 31, 2023**

	2023	2022
	\$	\$
Balance, beginning of year	532,935	380,985
Excess of revenues over expenses	12,020	151,950
Balance, end of year	544,955	532,935

The accompanying notes are an integral part of these financial statements.

**DAWSON STUDENT UNION
STATEMENT OF CASH FLOWS
YEAR ENDED MAY 31, 2023**

	2023 \$	2022 \$
Operating activities		
Excess of revenues over expenses	12,020	151,950
Non-cash item:		
Amortization of capital assets	2,003	-
	14,023	151,950
Net change in non-cash items related to operating activities:		
Accounts receivable	(5,933)	(28,402)
Prepaid expenses	386	1,117
Accounts payable and accrued liabilities	(6,689)	(11,019)
Deferred revenue	12,161	-
	13,948	113,646
Investing activity		
Acquisition of capital assets	(6,309)	-
Increase in cash	7,639	113,646
Cash, beginning of year	343,409	229,763
Cash, end of year	351,048	343,409

The accompanying notes are an integral part of these financial statements.

DAWSON STUDENT UNION
NOTES TO FINANCIAL STATEMENTS
MAY 31, 2023

I. Statutes of incorporation and nature of activities

Dawson Student Union is a student-run not-for-profit organization, incorporated under Part III of Quebec Companies' Act and is exempt from the payment of income taxes under the Income Tax Act.

The Union's objective is to enhance the overall educational experience and quality of campus life for students and other members of the Dawson community. This entails engaging the student population in campus activities, supporting student rights and empowering students to become proactive and open-minded members of our community while encouraging independent thinking, self-expression and to advocate the common good.

2. Significant accounting policies

The Union applies the Canadian accounting standards for not-for-profit organizations.

Revenue recognition

Student fees are collected from students by Dawson College and are recognized as revenues by the Union on a straight-line basis over the school year.

The Union follows the deferral method of accounting for contributions.

Unrestricted contributions, such as donations, are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Interest income is recognized on a time basis in the period in which it is earned.

Financial instruments

Initial measurement

The Union initially measures its financial assets and liabilities originated or exchanged in arm's length transactions at fair value. Financial assets and liabilities originated or exchanged in related party transactions, except for those that involve parties whose sole relationship with the Union is in the capacity of management, are initially measured at cost.

Subsequent measurement

The Union subsequently measures all its financial assets and liabilities at cost or amortized cost.

**DAWSON STUDENT UNION
NOTES TO FINANCIAL STATEMENTS
MAY 31, 2023**

2. Significant accounting policies (continued)

Financial instruments (continued)

Transaction costs

Transaction costs attributable to financial instruments subsequently measured at fair value and to those originated or exchanged in a related party transaction are recognized in net earnings in the period incurred. Transaction costs related to financial instruments originated or exchanged in an arm's length transaction that are subsequently measured at amortized cost are recognized in the original cost of the instrument. When the instrument is measured at amortized cost, transaction costs are recognized in net earnings over the life of the instrument using the straight-line method.

Impairment

For financial assets measured at cost or amortized cost, the Union determines whether there are indications of possible impairment. When there are, and the Union determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in net earnings. If the indicators of impairment have decreased or no longer exist, the previously recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may not be greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net earnings.

Capital assets

Capital assets are accounted for at cost. Amortization is calculated on their respective estimated useful life using the declining balance method at the following rates:

	Rates
Computer equipment	55%
Office equipment	20%

Contributed services

Volunteers contribute significant hours annually to assist the Union in carrying out its activities. Due to the difficulty in determining the fair value of this volunteer time, such contributions are not recognized in the financial statements.

The Union receives free rental of office space from Dawson College, however, the value of this rent is difficult to estimate, and is therefore not included in the financial statements.

Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the amounts recognized as revenues and expenses for the periods covered. Actual results may differ from these estimates. The critical estimates relate to the provision for doubtful accounts.

DAWSON STUDENT UNION
NOTES TO FINANCIAL STATEMENTS
MAY 31, 2023

3. Capital assets

	2023			2022
	Cost \$	Accumulated amortization \$	Net book value \$	Net book value \$
Computer equipment	5,614	1,920	3,694	-
Office equipment	695	83	612	-
	6,309	2,003	4,306	-

4. Commitments

During the year, the Union entered into an agreement with Dawson College and the Dawson Feminist Union to provide free menstrual hygiene products to students. Under the agreement, the Union has agreed to make a one time contribution of \$3,000 and to cover costs totaling \$25,000. The total payments as of May 31, 2023 amount to \$12,000. The remaining instalments over the next three years are the following:

	\$
2024	7,333
2025	8,000
2026	667

5. Economic dependence

The Union receives dues from student tuition payments that are collected by Dawson College on behalf of the Union to ensure the continuity of its operations.

6. Financial instruments

Credit risk

Credit risk is the risk that one party to a financial asset will cause a financial loss for the Union by failing to discharge an obligation. The Union's credit risk is mainly related to accounts receivable, all of which are due from Dawson College.

There has been no change in the risk exposure compared to the prior year.

Liquidity risk

Liquidity risk is the risk that the Union will encounter difficulty in meeting obligations associated with financial liabilities. The Union is exposed to this risk mainly in respect accounts payable. There has been no change in the risk exposure compared to the prior year.



W2024AGA-20-4

**DAWSON STUDENT UNION W2024AGA-20
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 20
MEETING TYPE: REGULAR
FRIDAY, 24 MAY 2023 @1:00PM ET
HYBRID: DAWSON COLLEGE, AMPHITHEATRE RM. 4C.1 & ZOOM**

4. Special Orders
 - a. Appointment of the Auditor

ACTION REQUIRED

The DSU Constitution states:

16.3. Auditor

The Auditor shall be appointed by the Members according to the Quebec Companies Act, each year, at the General Assembly and shall be a chartered professional accountant (CPA). The remuneration of the Auditor shall be fixed by the Student Council. No Councillor, Officer or employee of the Union, or associate of a Councillor, Officer or employee may be appointed Auditor. If the Auditor ceases for any reason whatsoever to hold office before the end of its term, the Student Council may fill the vacancy by appointing a replacement to serve the unexpired term.

16.4. Mandate of the Auditor

The Auditor shall complete the audit of the accounts and financial condition of the Union. It shall submit a report to the Members at each annual meeting and confirm that the financial condition is presented in accordance with Generally Accepted Accounting Principles (GAAP). The report shall be an Audit or a Review Engagement.

At the Student Council regular meeting on 24 April 2024, the Student Council approved the appointment of BDO Canada LLP to conduct the audit for the 2023-2024 Financial Year.

ANNEX: BDO Canada LL 2023-2024 Engagement Letter

ACTION REQUIRED:

Motion to appoint BDO Canada LL as auditor for the DSU for the 2023-2024 Financial Year



Tél. : (514) 931-0841
Téléc. : 514 931 9491
www.bdo.ca

BDO Canada s.r.l./S.E.N.C.R.L./LLP
1000 De La Gauchetière Street West
Suite 200
Montréal, Québec
H3B 4W5

April 15, 2024

Dawson Student Union
3040 Sherbrooke Street West
Westmount, Quebec
H3Z 1A4

Dear Benjamin-Taylor Sauvé:

We understand that you wish to engage us as the auditors of Dawson Student Union for its fiscal period ended May 31, 2024 and subsequent years.

We are pleased to perform the engagement subject to the terms and conditions of this Agreement, to which the attached Standard Terms and Conditions form an integral part. The definitions set out in the Standard Terms and Conditions are applicable throughout this Agreement. This Agreement will remain in place and fully effective for future years until varied or replaced by another relevant written agreement.

Yaffa Cohen will be the Engagement Partner for the audit work we perform for you. The Engagement Partner will call upon other individuals with specialized knowledge to assist in the performance of services.

Our Role as Auditors

We will conduct our audit(s) in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements prepared in accordance with Canadian Accounting Standards for Private Enterprises are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. Our audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by you, as well as evaluating the overall financial statement presentation.

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, there is an unavoidable risk that some material misstatements, whether by fraud or error, may not be detected, even though the audit is properly planned and performed in accordance with Canadian generally accepted auditing standards.

In making our risk assessments, we consider internal control relevant to your preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of your internal controls. However, we will communicate to you concerning any significant deficiencies in internal controls relevant to the audit of the financial statements that we have identified during the audit.

We will also communicate matters required by professional standards, to the extent that such matters come to our attention, to you, those charged with governance and/or the board of directors.



Reporting

Our audit will be conducted on the basis that the financial statements have been prepared in accordance with Canadian Accounting Standards for Private Enterprises.

Our independent auditor's report will be substantially in the form set out in Canadian Auditing Standard (CAS) 700. The form and content of our report may need to be amended in the light of our audit findings. If we are unable to issue or decline to issue an audit report, we will discuss the reasons with you and seek to resolve any differences of view that may exist.

Role of Management and Those Charged with Governance

You acknowledge and understand that you have responsibility for:

- (a) the preparation and fair presentation of the financial statements in accordance with Canadian Accounting Standards for Private Enterprises. The audit of the financial statements does not relieve you of your responsibilities;
- (b) such internal controls as you determine are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; and
- (c) providing us with:
 - access, in a timely manner, to all information of which you are aware that is relevant to the preparation of the financial statements such as records, documentation and other matters;
 - additional information that we may request for the purpose of the audit;
 - unrestricted access to persons within the entity from whom we determine it is necessary to obtain audit evidence;
 - financial and non-financial information (other information) that will be included in document(s) containing financial statements and our audit report thereon prior to the date of our auditor's report. If it is not possible to provide all the other information prior to the date of our auditor's report, you are responsible for provision of such other information as soon as practicable; and
 - written confirmation concerning representations made to us in connection with the audit. If appropriate and adequate written representations are not provided to us, professional standards require that we disclaim an audit opinion.

Financial Statement Services

We will obtain your approval, if during the course of our engagement we:

- (a) prepare or change a journal entry; or
- (b) prepare or change an account code or a classification for a transaction.

As agreed, we will provide assistance in the preparation of the financial statements.

These services create a threat to our independence. We, therefore, require that the following safeguards be put into place:



- (a) that you create the source data for all accounting entries;
- (b) that you develop any underlying assumptions for the accounting treatment and measurement entries; and
- (c) that you review and approve the draft financial statements, including the notes to the financial statements.

Tax Services

In addition to the assurance services discussed above, we may be requested by you to prepare corporate tax returns. The returns will be prepared based upon the information supplied by you. We will not review or otherwise attempt to verify the accuracy or completeness of such information. We will utilize the information you have already provided to our engagement personnel to the extent that the material is available and relevant to the preparation of the returns. It may be necessary for us to request further information. You should review all tax returns carefully before filing to confirm that they are true, correct and complete. The responsibility for the prevention and detection of fraud, error or other similar irregularities must remain with you.

Your returns are subject to review by the taxation authorities who may not agree with your tax positions. You are responsible for retaining adequate documentation that form the basis of your tax return. If an examination occurs, documentation may be requested to support items and positions reported on the tax returns. Penalties may apply for failure to maintain adequate documentation. Any items reassessed against you by the taxation authorities are subject to certain rights of appeal. In the event of any tax audit, we will be available to represent you for a mutually agreed upon fee.

Regardless of any tax return preparation services we provide to you, you will remain responsible for filing your tax returns and any additional reporting (if applicable) with the appropriate authorities on a timely basis, unless we undertake, in writing, to do so on your behalf. Notwithstanding the foregoing, in the event that we agree to file tax returns on your behalf, you acknowledge and agree that you remain solely responsible for providing us with the documents and information required to make a timely filing, which includes written authorization to file the return on your behalf. We assume no responsibility or liability for any fees or penalties associated with a late filing where you have failed to fulfil your responsibilities.

Our fee as indicated below is based on the assumption that all information required to prepare any required tax returns is provided on a timely basis. Our fee may need to be adjusted if there is a delay in providing this information to us. To the extent that there are unanticipated tax issues that require additional research to complete the tax return or should additional work be required on BDO's part to accumulate any schedules, information, calculations, etc., necessary to support the information required to be disclosed in the tax returns, additional fees shall be charged at our standard hourly rates based upon the increased time and expenses incurred by BDO personnel. In addition, the fee quoted does not include services related to responding to notices or inquiries from taxing authorities.

We will discuss with you any filing positions which, if taken, have the potential to give rise to a material adverse assessment or reassessment by the taxing authorities. If such an assessment or reassessment occurs, any additional tax that arises will be your responsibility. In addition, we cannot be responsible for interest and penalties assessed against you in connection with your tax affairs. Therefore, should any interest or penalty be assessed, they shall be your responsibility.



Our audit is conducted primarily to enable us to express an opinion on the financial statements. The audit process is not designed to provide us with a full understanding of your tax situation and in particular, to allow us to determine whether the entity has specific tax compliance issues. We will, however, provide advice on an ongoing basis on general tax matters as requested by you. To the extent that tax services requested by you are not covered by a separate engagement letter, the terms of this Agreement shall apply to the tax services.

Foreign Reporting

Canadian tax law contains reporting requirements for Canadian residents who have transactions during the year with related non-resident entities, have foreign investments, own shares in foreign affiliates, made loans or transferred property to a non-resident trust, or have received a distribution or loan from a non-resident trust. These forms are as follows:

- Form T106, Information Return of Non-Arm's Length Transactions with Non-Residents
- Form T1135, Foreign Income Verification Statement
- Form T1134, Information Return Relating to Controlled and Non-Controlled Foreign Affiliates
- Form T1141, Information Return in Respect of Contributions to Non-Resident Trusts, Arrangements or Entities
- Form T1142, Information Return in Respect of Distributions from and Indebtedness to a Non-Resident Trust

As part of this agreement, we will not prepare any of the above-noted information returns that may be required for the reporting entity. Substantial penalties will apply if any of these returns are required and are filed late or are incomplete. If you would like us to prepare any required returns on your behalf, please contact us so that we can amend the scope of our engagement accordingly.

Additional Services

We are available to provide a wide range of services beyond those outlined in this Agreement. To the extent that any additional services that we provide to you that are not provided under a separate written engagement agreement, the provisions of this Agreement will apply to the services.

Fee Estimation

The estimated fee for this engagement is as follows:

- Audit and tax return services: \$18,500

For each future year we will issue a Summary of Services providing details of our Services and fees.

Our estimated fee is based on an assumed level of quality of your accounting records, the agreed upon level of preparation and assistance from your personnel and adherence to the agreed-upon timetable. Our estimated fee also assumes that your financial statements are in accordance with Canadian Accounting Standards for Private Enterprises and that there are no significant new or changed accounting policies or issues or internal control or other reporting issues. We will inform you on a timely basis if these factors are not in place. Should our assumptions with respect to the quality of your accounting records be incorrect or should the conditions of the records, degree of cooperation, results of audit procedures, or other matters beyond our reasonable control require



additional commitments by us beyond those upon which our estimated fees are based, we may adjust our fees and planned completion dates.

Our professional fees will be based on our billing rates which depend on the means by which and by whom our Services are provided. Our billing rates may be subject to change from time to time at our discretion with or without notice to you.

We will also bill you for our out-of-pocket expenses, our administrative and technology charge, and applicable Goods and Services Sales Tax, Harmonized Sales Tax, Quebec Sales Tax and Provincial Sales Tax. Our administrative and technology charge is calculated as 7% of our professional fee and represents an allocation of estimated costs associated with our technology infrastructure and support staff time costs.

Our accounts are due when rendered and invoiced amounts are deemed to be earned when paid. BDO may suspend the performance of Services in the event that you fail to pay an invoice when it is due. Fees that are not paid within 30 days of an invoice or by a specified payment deadline will be considered delinquent. Interest may be charged at the rate of 12% per annum on all accounts outstanding for more than 30 days.

Standard Terms and Conditions

A copy of our Standard Terms and Conditions is attached as Appendix 1. You should ensure that you read and understand them.

In the event BDO utilizes Data Processing and Extraction, as defined in Appendix 2, you hereby agree to be bound to the BDO Harmony and Data and Extraction Terms and Conditions attached as Appendix 2 in addition to Appendix 1 Standard Terms and Conditions. You should ensure that you read and understand them.

Please sign and return the attached copy of this Agreement to indicate your agreement with it. If you have any questions concerning this Agreement, please contact us before signing it.

It is a pleasure for us to be of service and we look forward to many future years of association with you.

Yours truly.

BDO Canada s.r.l./S.E.N.C.R.L./LLP ¹

¹ CPA, auditor, public accountancy permit No. A118902

Signature Date

Name (please print) Position

Please carefully review this Agreement, which includes the attached Standard Terms and Conditions, prior to signing it. A complete copy of the signed engagement letter should be returned to us.



Appendix 1 - Standard Terms and Conditions

1 Overview and Interpretation

1.1 This Agreement sets forth the entire agreement between the parties in relation to Services and it supersedes all prior agreements, negotiations or understandings, whether oral or written, with respect to Services, including without limitation any non-disclosure agreements entered into in advance of this Agreement. This Agreement applies to Services whenever performed (including before the date of this Agreement). To the extent that any of the provisions of the accompanying letter conflict with these Standard Terms and Conditions, these Standard Terms and Conditions shall prevail. This Agreement may not be changed, modified or waived in whole or part except by an instrument in writing signed by both parties.

1.2 In this Agreement, the following words and expressions have the meanings set out below:

This Agreement - these Standard Terms and Conditions, the letter to which they are attached, supporting schedules or other appendices to the letter, and any Summary of Services letters issued in future years

Services - the services provided or to be provided under this Agreement, and any other services which we agree to provide to you subsequent to the date of this Agreement that are not covered by a separate engagement letter

We, us, our, BDO - refer to BDO Canada LLP, a Canadian limited liability partnership organized under the laws of the Province of Ontario

You, your - the party or parties contracting with BDO under this Agreement. You and your does not include BDO, its affiliates or BDO Member Firms

BDO Member Firm or Firms - any firm or firms that form part of the international network of independent firms that are members of BDO International Limited

Confidential Information - all non-public proprietary or confidential information and Personal Information, including Client Documents

Personal Information - personal information that is or could be attributed to identifiable individuals

Client Documents - information (including internal financial information and internal records and reports) provided to us by you or on your behalf in connection with the performance of the Services

2 BDO Network and Sole Recourse

2.1 BDO is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international network of independent member firms (i.e. BDO Member Firms), each of which is a separate legal entity.

2.2 We may use other BDO Member Firms or subcontractors to provide Services; however, we remain solely responsible for Services. You agree not to bring any claim or action against another BDO Member Firm (or their partners, members, directors, employees or subcontractors) or our subcontractors in respect of any liability relating to the provision of Services.



- 2.3 You agree that any of our affiliates, subcontractors, and other BDO Member Firms and any subcontractors thereof whom we directly or indirectly involve in providing Services have the right to rely on and enforce Section 2.2 above, as well as all liability protections contained herein, as if they were a party to this Agreement. For greater certainty, you agree that other BDO Member Firms that are subcontractors may enforce any limitations or exclusions of liability available to us under this Agreement.

3 Respective Responsibilities

- 3.1 We will use reasonable efforts to complete, within any agreed-upon time frame, the performance of Services.
- 3.2 You shall be responsible for your personnel's compliance with your obligations under this Agreement. We will not be responsible for any delays or other consequences arising from you not fulfilling your obligations.

4 Working Papers and Deliverables

- 4.1 **Ownership** - All reports (including assurance reports where applicable), written advice, working papers, and internal materials created or developed by us pursuant to this Agreement are owned by us, and we retain all property rights therein. All Client Documents continue to be your property, provided that we retain copies of such documents as necessary for our internal record keeping (including as required to comply with our professional obligations).
- 4.2 **Oral advice and draft deliverables** - You should not rely upon any draft deliverables or oral advice provided by us. Should you wish to rely upon something we have said to you, please let us know and, if possible, we will provide the information that you require in writing.
- 4.3 **Translated documents** - If you engage us to translate any documents, advice, opinions, reports or other work product of BDO from one language to another, you are responsible for the accuracy of the translation work.
- 4.4 **Reliance by Third Parties** - Our Services will not be planned or conducted in contemplation of or for the purpose of reliance by any party other than you, and are intended for the benefit of only you. Items of possible interest to a third party will not be addressed and matters may exist that would be assessed differently by a third party, possibly in connection with a specific transaction. The receipt by any third parties of any advice, opinions, reports or other work product is not intended to create any duty of care, professional relationship or any present or future liability between such third parties and us. For greater certainty, we expressly disclaim any liability of any nature or kind resulting from the disclosure to or unauthorized reliance by any third party on our advice, opinions, reports or other work product.
- 4.5 **Consent to use the Report** - Nothing in this Agreement shall be construed as consent to the use of our report in connection with a continuous disclosure document, a public or private offering document, an annual report or any other document and we expressly do not provide such consent. If you request consent for the use of our report, we will consider, at the relevant time, providing consent and any conditions that we may attach to such consent. Our consent must be in writing.
- 4.6 **Consent requests** - In order to provide consent, professional standards require that we read the other information in the related document and consider whether such information



is materially inconsistent with the related financial statements. Any consent request must be made on a sufficiently timely basis to allow us to consider your identification and resolution of events occurring in the period since the date of our report, and to obtain updated written representation letters. Such procedures will be performed at your cost and will be documented in a separate engagement letter.

5 Confidentiality

- 5.1 We will use Confidential Information provided by you only in relation to the Services or for internal and administrative purposes. You agree, however, that we may use such Confidential Information for predictive analytics to provide you with key performance indicators and other analysis and insights. We will not disclose any Confidential Information, except where required by law, regulation or professional obligation. You agree, however, that we may disclose Confidential Information to other BDO Member Firms or other subcontractors assisting us in providing Services, provided that such parties are bound by reasonable confidentiality obligations no less stringent than in this Agreement.

6 Analytics

- 6.1 You agree that we may use anonymized and aggregated usage metrics, metadata or other tag identifiers, and Confidential Information that will not include any personally identifiable information, related to your use of BDO products and/or services to develop, modify and improve tools, services and offerings and for data analytics and other insight generation. Information developed in connection with these purposes may be used or disclosed to current or prospective clients as part of service offerings, however we will not use or disclose your name or any Confidential Information in a way that would permit you to be identified.

7 Privacy and Consent for Use of Personal Information

- 7.1 In order to provide our Services, we may be required to access and collect Personal Information of individuals that is in your custody. You agree that we may collect, use, store, transfer, disclose and otherwise process Personal Information as required for the purpose of providing the Services. Personal Information may be processed in various jurisdictions in which we or applicable BDO Member Firms and subcontractors providing Services operate and as such Personal Information may be subject to the laws of such jurisdictions. Personal Information will at all times be collected, used, stored, transferred, disclosed or processed in accordance with applicable laws and professional regulations and we will require any service providers and BDO Members that process Personal Information on our behalf to adhere to such requirements. Any collection, use, storage, transfer or disclosure of Personal Information is subject to BDO's Privacy Statement available at <https://www.bdo.ca/en-ca/legal-privacy/legal/privacy-policy/>.
- 7.2 You represent and warrant that:
- (a) you have the authority to provide the Personal Information to us in connection with the performance of our Services, and
 - (b) the Personal Information provided to us has been provided in accordance with applicable law, and you have obtained all required consents of the individuals to whom such Personal Information relates in order to permit BDO to collect, use and disclose the Personal Information in the course of providing the Services.



8 Independence

- 8.1 Professional and certain regulatory standards require us to be independent, in both fact and appearance, with respect to our clients in the performance of our Services. We will communicate to you any relationships between BDO (including its related entities) and you that, in our professional judgment, may reasonably be thought to bear on our independence.

9 Offers of Employment

- 9.1 Any discussions that you, or any party acting on your behalf, have with professional personnel of our Firm regarding employment could pose a threat to our independence. Your recruitment of an engagement team member from the current or prior year's engagement may compromise our independence and our ability to render agreed Services to you. Engagement team members may include current and former partners and staff of BDO, other BDO Member Firms and other firms who work under our direction. Therefore, you agree to inform us prior to any such discussions so that you and we can implement appropriate safeguards to maintain our independence.

10 Professional and Regulatory Oversight and Legal Processes

- 10.1 As required by legal, regulatory, or professional authorities (both in Canada and abroad) and by BDO policy, our client files must periodically be reviewed by practice inspectors to ensure that we are adhering to professional and BDO standards. It is understood that by entering into this Agreement, you provide your consent to us providing our files relating to your engagement to the practice inspectors for the sole purpose of their inspection.
- 10.2 Certain law enforcement, regulatory and other governmental bodies may also have the right under law or regulation to conduct investigations of you, including the Services provided by us. To the extent practicable and permitted by law or regulation, we will advise you of any such document request or production order we receive in connection with any such investigation prior to providing any documents in response to such request or order.
- 10.3 We are sometimes required by law, regulation, subpoena or other legal process, or upon your request, to produce documents or personnel as witnesses in connection with legal or regulatory proceedings. Where BDO is not a party to such proceedings, you shall reimburse us at our current standard billing rates for professional time and expenses, including without limitation, reasonable legal fees, expenses and taxes incurred in responding to such compelled assistance or request by you.

11 Electronic Communications

- 11.1 Both parties recognize and accept the security risks associated with email communications, including but not limited to the lack of security, unreliability of delivery and possible loss of confidentiality and privilege. Unless you request in writing that we do not communicate by internet email, you assume all responsibility and liability in respect of risk associated with its use.

12 Intentionally deleted

13 Intentionally deleted



14 Alternative Dispute Resolution

- 14.1 Both parties agree that they will first attempt to settle any dispute arising out of or relating to this Agreement, including any question regarding its existence, interpretation, validity, breach or termination, or the Services provided hereunder, through good faith negotiations.
- 14.2 In the event that the parties are unable to settle or resolve their dispute through negotiation, such dispute shall be subject to mediation using a mediator chosen by mutual agreement of the parties.
- 14.3 All disputes remaining unsettled for more than 60 days following the parties first mediation session with a mediator, or such longer period as the parties mutually agree upon, shall be referred to and finally resolved by arbitration. The parties agree that one arbitrator shall be appointed within twenty (20) days of receipt of the request for arbitration. If the parties cannot agree on the appointment of an arbitrator in such period then either party may immediately apply for the appointment of an arbitrator to a court of competent jurisdiction in the Province of the governing law as contained herein pursuant to such Province's applicable *Arbitration Act*. The place of arbitration shall be in the capital of the Province of the governing law as contained herein. Unless the arbitrator otherwise determines, the fees of the arbitrator and the costs and expenses of the arbitration will be borne and paid equally by the parties. Such arbitration shall be final, conclusive and binding upon the parties, and the parties shall have no right of appeal or judicial review of the decision whatsoever. The parties hereby waive any such right of appeal or judicial review which may otherwise be provided for in any provincial arbitration statute. Judgement upon the award, including any interim award, rendered by the arbitrator may be entered in any court having jurisdiction. The arbitration shall be kept confidential and the existence of the arbitration proceeding and any element thereof (including but not limited to any pleadings, briefs or other documents submitted and exchanged and testimony and other oral submissions and any awards made) shall not be disclosed beyond the arbitrator(s), the parties, their counsel and any person to whom disclosure is necessary to the conduct of the proceeding except as may be lawfully required in judicial proceedings relating to the arbitration or otherwise.

15 Intentionally deleted

16 Intentionally deleted

17 Termination

- 17.1 This Agreement applies to Services whenever performed (including before the date of this Agreement).
- 17.2 You or we may terminate this Agreement at any time upon written notice of such termination to the other party. We will not be liable for any loss, cost or expense arising from such termination. You agree to pay us for all Services performed up to the date of termination, including Services performed, work-in-progress and expenses incurred by us up to and including the effective date of the termination of this Agreement.

18 Governing Laws

- 18.1 The terms of our engagement shall remain operative until amended, terminated, or superseded in writing. They shall be interpreted according to the laws of Quebec in which



BDO's principal Canadian office performing the engagement is located, without regard to such province/territory's rules on conflicts of law.

19 Survival

19.1 The provisions of this Agreement that give either of us rights or obligations beyond its termination shall continue indefinitely following the termination of this Agreement. Any clause that is meant to continue to apply after termination of this Agreement will do so.

20 Force Majeure

20.1 We will not be liable for any delays or failures in performance or breach of contract due to events or circumstances beyond our reasonable control, including acts of God, war, acts by governments and regulators, acts of terrorism, accident, fire, flood or storm or civil disturbance.

21 Assignment

21.1 No party may assign, transfer or delegate any of the rights or obligations hereunder without the written consent of the other party or parties. BDO may engage independent contractors and BDO Member Firms to assist us in performing the Services in this Agreement without your consent.

22 Severability

22.1 The provisions of this Agreement shall only apply to the extent that they are not prohibited by a mandatory provision of applicable law, regulation or professional standards. If any of these provisions shall be held to be invalid, void or unenforceable, then the remainder of this Agreement shall not be affected, impaired or invalidated, and each such remaining provision shall be valid and enforceable to the fullest extent permitted by law.

23 Language

23.1 The parties have requested that this Agreement and all communications and documents relating hereto be expressed in the English language. Les parties ont exigé que la présente convention ainsi que tous les documents s'y rattachant soient rédigés dans la langue anglaise.



Appendix 2 - BDO HARMONY AND DATA EXTRACTION TERMS AND CONDITIONS

By agreeing to data processing and extraction by BDO or a subcontractor (the “Data Extraction”), you accept and agree to be bound by the following terms and conditions (the “Data Extraction Terms and Conditions”). If you disagree with any part of these Data Extraction Terms and Conditions, you shall not be permitted to use the Data Extraction.

BDO may use software it has developed (the “BDO Software”) or third party software (the “Third Party Software”) to extract certain general ledger and subledger information from your financial accounting system, to facilitate performance of the Data Extraction.

Liability and Warranty Disclaimer

THE LAWS OF CERTAIN JURISDICTIONS, INCLUDING QUEBEC, DO NOT ALLOW THE EXCLUSION OR LIMITATION OF LEGAL WARRANTIES OR STATUTORY IMPLIED REPRESENTATIONS. IF THESE LAWS APPLY TO YOU, SOME OR ALL OF THE BELOW EXCLUSIONS OR LIMITATIONS MAY NOT APPLY TO YOU AND YOU MAY HAVE ADDITIONAL RIGHTS.

YOUR USE OF THE DATA EXTRACTION IS AT YOUR OWN RISK. THE BDO SOFTWARE AND THIRD PARTY SOFTWARE IS PROVIDED TO YOU ON AN “AS IS” AND “AS AVAILABLE” BASIS, WITHOUT ANY REPRESENTATIONS OR WARRANTIES OF ANY KIND, WHETHER EXPRESS OR IMPLIED. BDO DOES NOT REPRESENT OR WARRANT THAT: THE CONTENT IS ACCURATE, RELIABLE OR CORRECT; THAT THE DATA EXTRACTION WILL BE AVAILABLE AT ANY PARTICULAR TIME OR LOCATION; THAT YOUR ACCESS TO THE DATA EXTRACTION WILL BE UNINTERRUPTED; THAT ANY DEFECTS OR ERRORS WILL BE CORRECTED; THAT THE BDO SOFTWARE OR THIRD PARTY SOFTWARE IS FREE OF VIRUSES OR OTHER HARMFUL COMPONENTS; OR THAT THE DATA EXTRACTION OR THE CONTENT IS TIMELY, SECURE OR ERROR-FREE.

BDO SHALL NOT SHARE OR SELL ANY OF THE EXTRACTED INFORMATION TO THIRD PARTIES (OTHER THAN THOSE THIRD PARTIES SUBCONTRACTED TO PROVIDE THE DATA EXTRACTION), AND BDO SHALL USE SUCH INFORMATION SOLELY TO FACILITATE PERFORMANCE OF THE DATA EXTRACTION. BDO DOES NOT WARRANT THE ACCURACY OR COMPLETENESS OF ANY UNDERLYING INFORMATION AND/OR DATA PROVIDED BY YOU THE “UNDERLYING DATA”). THE INFORMATION DERIVED FROM THE SOFTWARE OR THIRD PARTY SOFTWARE ARE ENTIRELY DEPENDENT UPON THE UNDERLYING DATA AND AS A CONSEQUENCE MAY INCLUDE INACCURACIES OR TYPOGRAPHICAL ERRORS.

TO THE MAXIMUM EXTENT PERMITTED BY LAW, BDO DISCLAIMS ALL REPRESENTATIONS, WARRANTIES AND CONDITIONS, INCLUDING ANY WARRANTIES OF MERCHANTABILITY, NON-INFRINGEMENT AND FITNESS FOR A PARTICULAR PURPOSE.

THE LAWS OF CERTAIN JURISDICTIONS, INCLUDING QUEBEC, DO NOT ALLOW CERTAIN EXCLUSIONS OR LIMITATIONS OF LIABILITY OR OF LIMITATIONS OF CERTAIN DAMAGES. IF THESE LAWS APPLY TO YOU, SOME OR ALL OF THE BELOW EXCLUSIONS OR LIMITATIONS MAY NOT APPLY TO YOU, AND YOU MIGHT HAVE ADDITIONAL RIGHTS.

UNDER NO CIRCUMSTANCES WILL BDO OR ITS LICENSORS BE LIABLE FOR ANY LOSS, INJURY, CLAIM, LIABILITY OR DAMAGE OF ANY KIND RESULTING FROM YOUR USE OF, OR INABILITY TO USE, THE DATA EXTRACTION. TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, BDO DISCLAIMS ALL RESPONSIBILITY FOR ANY LOSS, INJURY, CLAIM, LIABILITY OR DAMAGE OF ANY KIND, INCLUDING DIRECT, INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL OR PUNITIVE DAMAGES OF ANY KIND (INCLUDING, WITHOUT LIMITATION, LEGAL FEES AND EXPENSES) RESULTING FROM, ARISING OUT OF OR IN ANY WAY RELATED TO THE DATA EXTRACTION.



If you are ordinarily resident of Quebec, you are only entitled to those warranties that are expressly required by law and that cannot be disclaimed and we limit and disclaim our liability to the fullest extent permitted by applicable Quebec law.

Third Party Software

With your approval, BDO may offer the use of Third Party Software such as Validis LLC's ("Validis") DataShare to facilitate the Data Extraction. You agree it shall be subject to any Third Party Software provider's policies and terms of use. You also agree it shall not: (i) copy the Software or any Third Party Software except where such copying is incidental to the normal use of the Software or Third Party Software, or where it is necessary for the purpose of back-up or operational security; (ii) not access the Software or Third Party Software to build a product or service which competes with the Software or Third Party Software; (iii) Use the Software or Third Party Software to provide services to third parties, nor to rent, lease, sub-license, loan, translate, merge, adapt or vary the Software; (iv) not make alterations to, or modifications of the whole or any part of the Software, or the Third Party Software, any part of it to be combined with any other programs; (v) not disassemble, decompile, reverse-engineer, or create derivative works based on the whole or any part of the Software except to the extent that such actions cannot be prohibited by law. You agree Validis may process and store your data through Microsoft Azure for the provision of verification work. You agree that Validis may share your data with Microsoft Azure for the purposes of completing the Data Extraction and all data will be hosted in Canada by Microsoft Azure.

Personal Information

BDO shall not collect and you agree not to provide personal information to BDO in the course of the Data Extraction.

Copyright

The BDO Software and Third Party Software contains material which is owned by or licensed to BDO. Reproduction is prohibited other than in accordance with the copyright notice, which forms part of these terms and conditions. Without limiting the foregoing, you agree that you will not copy, attempt to reverse engineer, modify, translate or disassemble the BDO Software or Third Party Software in whole or in part, including any attempts to reconstruct, identify, or discover any source code, underlying ideas, underlying user interface techniques, or algorithms of BDO Software or Third Party Software. You may not copy, reproduce, perform, distribute, display, modify, translate, merge with other data, frame in another website, post on another website or create derivative works of the BDO Software or Third Party Software or content, in whole or in part, for the purpose of creating a competing product or service or for resale or distribution.

Termination

BDO may terminate the Data Extraction (in whole or in part) or access of any user to the Data Extraction (in whole or in part) at any time, without notice to the user, in which case these terms and conditions shall continue to apply in respect of your past access. BDO shall not be liable for any losses or inconvenience that result from its termination of the Data Extraction or your access to the Data Extraction.

Letter Version: 20240318

T&C Version: 20230630



W2024AGA-20-5

**DAWSON STUDENT UNION W2024AGA-20
DSU ANNUAL GENERAL ASSEMBLY MEETING NO. 20
MEETING TYPE: REGULAR
FRIDAY, 24 MAY 2023 @1:00PM ET
HYBRID: DAWSON COLLEGE, AMPHITHEATRE RM. 4C.1 & ZOOM**

4. New Business

a. Union Positions

ACTION REQUIRED

The DSU Constitution, Section 18 STANDING REGULATIONS AND POSITIONS states:

18.1. General

...Positions are stances and binding commitments taken by the Union and are superseded by both Standing Regulations and Policies.

18.3. Adoption, Amendment and Repealing of Positions

Positions may be adopted, amended or repealed at a General Assembly by majority vote. In order for positions to be presented at a General Assembly, they must be first approved by the Student Council by a simple majority vote. Amendments or repealing of positions must also be first approved by the Student Council by a simple majority vote and then presented to the General Assembly for adoption by majority vote.

All positions of the Union are valid for a period of no more than the end of the fiscal year three (3) years after they were adopted. After such expiry, policies may be renewed at a General Assembly or will otherwise cease to have effect.

At the Student Council special meeting held on 16 May 2024, the Student Council approved the proposed amendments to the DSU Positions.

ANNEX: DSU Positions_Proposed Amendments

ACTION REQUIRED:

Motion to approve the proposed amendments to the DSU Positions as a block

Position Against the Gazoduc/GNL Project

Presented by the Green Earth Club

Approved by the General Assembly on November 4, 2020

WHEREAS the GNL Quebec project, the biggest industrial project in the province's history, includes, amongst other things, the construction of a 782 Km long gas pipeline from northeastern Ontario to Saguenay, a natural gas liquefaction plant at the Saguenay port and the transport of gas internationally by 300-meter long GNL tankers;

WHEREAS there will be an [additional 400 passages](#) of super-GNL tankers per year in the Saguenay Fjord Marine Park, affecting the [less than 900 remaining belugas](#) and many other endangered marine species;

WHEREAS the GNL project would generate [50 million tonnes of carbon dioxide equivalent per year](#), [60 % of Quebec's annual greenhouse gas emissions](#) or the emissions of [10 million new cars](#) on Quebec's roads each year;

WHEREAS the production of natural gas in western Canada for the GNL-Quebec project would cancel all the greenhouse gas reduction efforts in Quebec made since 1990 and would prevent the complete and necessary transition to renewable energy;

WHEREAS as youth, it's understood that a rapid transition away from fossil fuels is necessary to ensure a liveable planet for us and for generations to come;

WHEREAS our government has continued to stress that during this pandemic, we must listen to the science and respect safety measures, but in endorsing this project, it's ignoring the clear science put forward by experts on marine life and the climate crisis;

WHEREAS 300 000 students across Quebec are already positioned against the project, represented by 48 student associations, 16 of which are CEGEPS, alongside [40 economists](#), [127 academics](#), [150 scientists](#) and [250 doctors and health professionals](#), making it the biggest student mobilization since the 2012 strikes;

WHEREAS, being Quebec's largest CEGEP, Dawson plays an important role in this mobilization;

BE IT RESOLVED, that the Dawson Student Union positions itself against GNL Québec, its Gazoduc company and its Énergie Saguenay project.



Dawson Student Union POSITIONS

Approved by the General Assembly on April 27, 2021

POSITIONS

POSITIONS

[Academic and Non-Academic Codes of Conduct](#)

[Alcohol Awareness](#)

[The Arts](#)

[Authorship](#)

[Commercialisation of Campuses](#)

[Copyright](#)

[Education](#)

[Ethical Purchasing](#)

[Food Services](#)

[Local, Organic and Culturally Specific Food](#) [Exclusivity](#)

[and Multi-Year Contracts in Food Services](#)

[Freedom of Speech](#)

[Governance of Post-Secondary Institutions](#)

[Harassment Prevention and Grievance Policies](#)

[Health and Safety](#)

[Human Rights](#)

[Intellectual Property](#)

[Media](#)

[Media on Campus](#)

[Minority Language Rights](#)

[People with Disabilities](#)

[Public Transportation](#)

[Racism](#)

[Religious Freedom](#)

[Religious/Spiritually-Sensitive Food Options](#)

[Religious/Spiritual Holidays](#)

[Campus Prayer Space](#)

[Rights](#)

[Workers' Rights](#)

[Safety on Campus](#)

[Sexual](#)

[Harassment](#)

[Sexual Orientation](#)

[Discrimination](#)

[Declaration of Student Rights: Queer Students](#)

[Homophobia and Heterosexism](#)

[Solidarity](#)

[Student Employment](#)

[Sustainable](#)

[Campuses](#)

[Technology](#)

[Transgendered, Transsexual and Intersex Students](#)

[Unionisation and Student Employees](#)

[Violence](#)

[Water](#)

[Bottled Water](#)

[Women Students' Issues](#)

Academic and Non-Academic Codes of Conduct

POSITION

The Union opposes the expectation that students will be representatives of their institutions at all times while off-campus.

The Union condemns the use of post-secondary institutional polices as they are applied to non- academic activities that take place off-campus at events that are not sanctioned by or affiliated with the post-secondary institution.

The Union opposes post-secondary education institutional codes of conduct that:

- A. ~~S~~seek to regulate or ~~penalis~~penalize the off-campus conduct of students;
- b. ~~P~~penalise students for political activity, including potentially disruptive behaviour;
- c. ~~S~~sanction or threaten sanctions that negatively impact a student's academic standing, ability to receive funding, ~~funding opportunities~~ or employment;
- d. ~~A~~apply different standards to students than those applied to administrators, professors, or other employees of the institution;
- e. ~~A~~are not developed by a body comprised, in the majority, by students' union representatives;
- f. ~~A~~are not comprised of an independent third party ~~comprised of~~ and/or agreed upon by the students' union;
- g. ~~D~~do not provide the basic principles of natural justice including, but not limited to, the following rights: notice of the allegations, due process, a hearing to be held within a reasonable time frame, the ability to investigate the evidence, the opportunity to prepare for and present a ~~defence~~defense, the presentation of witnesses, access to an impartial appeals process;
- h. ~~P~~place the burden of proof on the accused and not the accuser;
- i. ~~D~~do not provide students with appropriate legal council at no cost to the ~~student~~student by the college;
- i.j. ~~A~~are applied to any students' union, group or campus ~~organisation~~organization, or the registered leadership thereof;
- j.k. ~~T~~treat students acting individually, or as a representative of a students' union, club or campus ~~organisation~~organization, who do not hold office or employ with the institution, as "Representatives" of a university or college for the purpose of punishment;

~~k.l.~~ Sseek to compel students to report misconduct when it has happened or remove themselves from situations in which misconduct is occurring;

~~l.m.~~ Aare applied to online social, or other, networks sites, including but not limited to Facebook, ~~Twitter~~Instagram, X (Formally known as Twitter), Snapchat, TikTok and Discord ~~er, Google+, and MSN~~;

~~m.n.~~ Limit, block, or hinder a students' right to free expression, political activity, assembly, or any other right under the *Charter of Rights and Freedoms*, ~~and~~ the *United Nations Declaration on the Rights of Indigenous Peoples* and the *United Nations Universal Declaration on Human Rights*;

~~n.o.~~ Aare applied in an arbitrary, invasive, biased, or discriminatory way;
~~and~~

~~o.p.~~ Sseek to penalize students for any incident for which the individual has already been penalized under the *Criminal Code of Canada*, or any other ordinance or statute, including Dawson policies otherwise respecting the previous clauses.

Alcohol Awareness

POSITION

The Union endorses the principle of alcohol abuse awareness programs for post-secondary institutions.

The Arts

POSITION

The Union opposes state censorship and persecution of artists who express their sexual identity, or political, moral and/or religious beliefs through their art.

The Union supports an adequately funded autonomous [arts](#) Council which grants funding to independent artists as well as artists' [organisations](#)[organizations](#).

The Union supports the endeavour[endeavor](#) of groups which are actively working to maintain adequate funding for the arts community.

Authorship

Preamble

Creators have come to enjoy particular rights and responsibilities with respect to their intellectual and creative works, including but not limited to:

- A. The right to academic and public recognition of contributions as creator(s), including but not limited to authorship and citation;
- B. The right to choose when and how to publish/present intellectual and creative works, including a student's right to the unrestricted fulfilment of academic requirements;
- C. The right to fair financial compensation, ~~and~~ where financial compensation can be reasonably expected;
- D. The right to use and enjoy the intellectual and/or creative work;
- E. The responsibility to ~~recognise~~recognize both the immediate and future social implications of their work;
- F. The responsibility to ~~recognise~~recognize the broader social context in which intellectual and creative works are created; ~~and~~
- G. The responsibility to ~~recognise~~recognize the public contribution to the creation of intellectual and creative works and the public's right to benefit from those works in a timely fashion.

POSITION

The Union ~~recognises~~recognizes that the creation of intellectual and creative works is a result of the initiative, inspiration and work of groups or individuals within a broad social context.

The Union ~~recognises~~recognizes the right of students to authorship and ownership of their works produced in the course of their academic study.

~~Commercialisation~~ Commercialization of Campuses

POSITION

The Union opposes the commercialization of college campuses. This includes but is not limited to:

- A. Selling space on college campuses for corporate advertising.;
- B. Advertising within educational materials including, but not limited to; the inclusion of corporate ads in course textbooks or mandatory equipment for classes. ; and
- C. Enshrining corporate benefactors on to buildings, objects, public space, departments, faculties or schools.

Copyright

Preamble

Students both create and use artistic and literary material during their studies. While it is important to protect creators' copyright in these works, the rights of users of copyright material must also be considered because access to works is essential to the learning process.

Overly rigid legislation prevents individuals from accessing publicly available materials. It can prevent students, researchers, and scholars from willingly exchanging knowledge and information.

Those who argue for greater owner rights are frequently private and commercial interests while non-profit groups representing the public interest have fought to keep access to knowledge public.

POSITION

The Union opposes:

- a. -copyright legislation that prevents students from reasonable access to information on the Internet.
- b. ~~The Union opposes~~ extended licensing in educational institutions that lead to increasing ancillary and user fees for access to academic material on the Internet.

The Union supports:

- a. -copyright legislation that achieves a balance between the rights of creators and users of copyrighted works.
- b. ~~The Union supports the A~~ move towards an ~~information commons~~ information commons in which ideas and information are not property, but rather a common are shared heritage of humanity, as integral to Canada's and Québec's social and economic well-being.

Education

Preamble

An accessible education is one which is available to all applicants who wish to attend a post-secondary institution. The Union ~~recognises~~recognizes that the class-stratified nature of Canadian society has worked to discriminate against most Canadians in their attempts to obtain quality post-secondary education. An accessible education should allow the individual student to pursue the education of ~~their~~her choice.

POSITION

The Union supports the:

- A. ~~E~~elimination of all financial barriers to a post-secondary ~~education;~~education;
- B. ~~P~~rogressive elimination of tuition and other incidental user fees;
- C. ~~E~~limination of differential fees including, but not limited to, those applied to ~~international~~ visa and out-of-province students;
- D. ~~R~~ight of students to receive a post-secondary education in the language of their choice, including, but not limited to, French, English, and ~~Indigenous~~ ~~Aboriginal~~ languages;
- E. ~~R~~ight of students to attend the post-secondary institution of their choice, without additional financial burde_n;
- F. ~~E~~limination of all other social and cultural barriers to post-secondary education which may affect people from an early age, including, but not limited to discrimination on the basis of race, ~~co~~leurcolor, sex, language, religion, sexual orientation, gender, political affiliation, family status, socio-economic class, disability and/or special needs;
- G. ~~R~~emoval of all conditions which might prevent disabled and/or special needs students from attending post-secondary institutions;
- H. ~~R~~ight to ~~receive the provision of~~ universal, free ~~and~~, high quality child care;
- I. ~~E~~limination of unnecessary impediments to program_ ~~and~~ ~~and~~ course ~~modification~~ ~~portability~~;
- J. ~~E~~limination of barriers to accessibility resulting from ~~geographical location~~ ~~geography~~;
- K. ~~elimination of enrolment quotas;~~ ~~and~~ ~~L~~ implementation of a guaranteed minimum income for all students.

The Union condemns any systemic discrimination in any educational setting, including but not limited to the [virtual streaming of students into](#) classes and programs of different academic status.

Ethical Purchasing

POSITION

The Union supports:

- A. ~~J~~joining and working with the *Workers Rights Consortium* to ensure effective implementation of *Code of Conducts* on apparel, textile and ~~merch~~ ~~swag~~ purchasing;
- B. ~~T~~the purchase of apparel, textiles, and promotional items that are produced by companies and subcontractors that uphold international ~~labour~~labor standards in workplaces, promote workers' rights and their right to initiate ~~unionisation~~unionization drives; ~~and~~
- C. ~~T~~the purchase of apparel, textiles and promotional items that are produced by companies and subcontractors that promote ~~labour~~labor practices that are fair, equitable, free of harassment and discrimination, and create ~~a~~ healthy work environment for the workers.

The Union opposes the purchase of apparel and promotional items that:

- A. ~~A~~are made using sweatshop labour or under unfair or forced ~~labour~~labor ~~conditions;~~conditions.
- B. are produced by a company or a sub-contractor that has been identified by the *Workers' Rights Consortium* to violate international ~~labour~~labor standards; ~~and~~
- C. ~~A~~are produced by private corporations who have a proven record of compromising ~~labour~~labor standards, workplace safety or worker rights in order to promote increased profit.

Food Services

Local, Organic and Culturally Specific Food

Preamble

Food services and food service providers play an important role in providing adequate nutrition to students on campuses across Canada. As such, food services on campus must meet the cultural and religious needs of students, and to not do so would be discriminatory.

Appropriate meal options should also be provided ~~to~~for students who have, for a multitude of reasons, chosen to be vegetarian or vegan. It is also important to local economies and the environment to use foods that are locally produced. Students should also have the option of avoiding genetically modified foods and choosing organic food options.

POSITION

The Union supports:

- A. The provision of foods that are locally produced, organic, and culturally appropriate by food service providers on campus;
- B. The right of each and every student to have access to food on campus that is suitable to their personal beliefs, faith, and conscious choices and provides for a healthy balanced diet;
- C. Open standards and policies for the identification of organic and genetically modified foods on campus; ~~and~~
- D. The labelling of foods that contain animal or dairy products.

The Union opposes food service providers who deny access to culturally and religiously appropriate foods and food practices, or vegetarian and vegan food options because of claims of insufficient demand.

Exclusivity and Multi-Year Contracts in Food Services

Preamble

Food and beverage services and food and beverage service providers play an important role in providing adequate nutrition to students on campuses across Canada.

The current trend in food service and beverage agreements is for contracts offering exclusivity to providers. An eEnvironments free of exclusivity and multi-year contracts that foster competition. suchSuch competition leadingleads to better services at lower rates and with more options for students.

POSITION

The Union supports:

- A. Tthe inclusion of students in food and beverage service contract negotiations and contract reviews. ;
- B. Oopen and transparent food and beverage service contracts; and
- C. Iindividual students' unions seeking space that is not under contract in order to provide alternative student-run food services. _

The Union opposes all exclusive food and beverage services contracts.

Freedom of Speech

Preamble

Freedom of speech is of paramount importance to the democratic functioning of public post-secondary educational institutions. In Canada, the freedom of conscience and religion, thought, belief, opinion and expression is a Constitutional right.

This valuable principle has been misused by individuals and organisations that seek to promote hate on university and college campuses across Canada. According to Section 319(2) of the Criminal Code of Canada, freedom of speech does not include hate speech. The Code states that “Every one who, by communicating statements in any public place, incites hatred against any identifiable group where such incitement is likely to lead to a breach of the peace is guilty of a) an indictable offence and is liable to imprisonment for a term not exceeding two years; or b) an offence punishable on summary conviction.”

The Supreme Court’s decision on R vs. Keegstra [1990] references Section 319 (2) of the Criminal Code, noting that “hate propaganda contributes little to the aspirations of Canadians or Canada in either the quest for truth, the promotion of individual self-development or the protection and fostering of a vibrant democracy where the participation of all individuals is accepted and encouraged.” Beyond these provisions within the Criminal Code, opposition to hate speech exists within a number of bylaws, human rights acts and codes throughout the Country.

POSITION

The Union supports the constitutional right to the freedom of conscience and religion; freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication; freedom of peaceful assembly; and freedom of association.

The Union opposes the incitement of hatred against any identifiable individual or group on the grounds of but not limited to colour, race, religion, ethnic origin, place of origin, disability, gender identity, sexual orientation, reproductive choice or personal sexual practice.

Governance of Post-Secondary Institutions

POSITION

The Union opposes the domination of governance structures of post-secondary institutions by representatives of large corporations.

The Union supports the democratisation of the governing boards of post-secondary institutions and supports the right of representatives of students' associations to participate in the ~~decision-making~~decision-making process.

The Union believes that post-secondary institutions exist to serve students. Therefore, The Union supports increasing voting representation of students in governance to fifty percent.

The Union supports governance structures of post-secondary institutions being representative of and accountable to the communities served by these institutions, to achieve equitable representation of faculty, support staff and students and to include increased numbers of economically disadvantaged people, women, ~~aboriginal~~ Black, Indigenous, and people, people of colour, ~~queer~~ LGBTQ2S+ people, people with disabilities, language minorities, International, ~~mature~~mature, and part-time students and student association representatives.

Harassment Prevention and Grievance Policies

POSITION

The Union supports and encourages the development of common elements of harassment complaint procedures between institutions that include, but are not limited to, confidentiality of the complainant; a response period that is respectful of students' and staff; and the recognition of power imbalances that occur due to race, gender, age, ability, sexual orientation, language, socio-economic class, and position of influence and therefore a need for an advocacy procedure for the complainant

Health and Safety

Preamble

Students spend a large portion of their time in various campus facilities, including classrooms, laboratories, art studios, libraries, study spaces, or residences. Providing a safe study and work environment for students, faculty and staff is the responsibility of post-secondary institutions administrations.

Health and safety concerns arise at any working environment and post-secondary institutions are no exception. Due to aging infrastructure and building maintenance that has been deferred for a number of years, facilities at a number of post-secondary institutions now pose serious challenges to the health and safety of students, faculty and staff.

While most labour unions have recognized health and safety concerns as a priority, in most cases, post-secondary institutions administrations do not have the appropriate structures in place to address health and safety concerns. Students can play an important role in identifying health and safety challenges and need to be part of any process to address them.

POSITION

The Union supports:

- A. The creation of Health and Safety committees that are student and worker driven and that include students' union representatives;
- B. The implementation of Health and Safety protocols at post-secondary institutions facilities;
- C. The implementation of Health and Safety education campaigns directed at students, faculty and staff and financed by the institution;
- D. The implementation of periodical Health and Safety assessments recommended by Health and Safety Committees and their enforcement at post-secondary institutions facilities; and
- E. Infrastructure funding aimed at addressing the deferred maintenance in post-secondary institutions.

The Union opposes:

- The postponement of post-secondary institutions facilities maintenance when this postponement compromises the health and safety of students, faculty, staff and any other people who use the campus facilities;
- The underfunding of post-secondary institutions that results in deferred maintenance;
- The creation of committees to address Health and Safety that do not have student or worker representation;
- Any policies that circumvent or seek to circumvent Health and Safety standards and protocols; and
- Institutional policies that portray Health and Safety standards as optional.

Human Rights

POSITION

The Union declares the following to be undeniable and equal rights of all people everywhere, in accordance with the United Nations' Universal Declaration of Human Rights:

1. The right to the basic necessities of a healthy life, including but not limited to food, water, shelter and medical care;
2. The right to freedom, security and life free from fear and violence;
3. The right to dignity and respect for individual traditions and beliefs;
4. The right to freedom of expression and freedom of peaceful assembly;
5. The right to freely take part in government, either directly or through directly, democratically elected representatives, elected through a system of universal suffrage;
6. The right to an adequate income in safe and just working conditions, or through social security mechanisms, and the right to own property;
7. The right to an adequate standard of living, including time for rest and leisure; The right to accessible, quality education;
8. The right of access to and quality in any services that may be required due to individual circumstances

a. (e.g. childcare, sign language interpretation, etcetera);

| 9. The right to protection under the law, including the right to effective remedies, the right to a fair and public trial, and the presumption of innocence until proven guilty;

| 10. The right to freedom from arbitrary interference with privacy, family, home or correspondence; and

| 11. The right to freedom from discrimination.

Intellectual Property

Preamble

Knowledge, as perceived by the Union, should be a “social good” ~~which that~~ allows the widest distribution of information in order to benefit, improve and advance society as a whole. As a result, the Union continues to advocate the basic principles of ~~post secondary~~ post-secondary education based on the concept of free access to education, open inquiry, and the ~~wide-spread~~ widespread and free dissemination of knowledge within an open and pluralistic environment of opinions.

The Union acknowledges that intellectual property may take many forms that include but are not limited to applications, artistic creations (inclusive of games, media, internet and ~~technology based~~ technology-based applications), methods, ideas and inventions which will be referred to in this document as creation, idea and/or invention.

Understanding that there may be potential to capitalize on ideas, creations, and inventions to the benefit of the creator/inventor and the community in general and mindful that college is a publicly funded institution, the Union advocates for the right of the creator/inventor to have an informed and protected interest in the distribution of funds and information dissemination that may result from the creation, idea and/or invention.

With respect to the legal implications involving creations, inventions, and ideas, The Union acknowledges the legal distinctions within copyright and patent laws but does not condone the movement of creations, ideas, and inventions from the public and social realm to private enterprise for exploitation at the expense of the creator/inventor and nor does it condone the potential expense and/or dangers that it may have on the social significance, social welfare and general contribution to the knowledge pool.

POSITION

The Union supports intellectual property policies at public institutions that:

A. aApply to all forms and all stages of research, scholarly and artistic work;

B. Aapply equally to all researchers including faculty, staff and students;

C. Promote the dissemination of knowledge as its primary goal; ~~and~~

D. Recognize that researchers are entitled to recognition in proportion to their contribution to research, including but not limited to subsequent papers and materials resulting from such research.

The Union opposes intellectual property policies of public institutions that restrict the timely disclosure of research, scholarly ~~and artist~~ artistic, and non-artistic work in a public forum.

The Union acknowledges the need for confidentiality agreements between researchers but opposes non-disclosure agreements that restrict public access to research, scholarly, and artistic and non-artistic work.

The Union encourages post-secondary institutions to develop intellectual property policies.

Media

POSITION

The Union supports the autonomy of campus mass media platform including but not limited to student-run newspaper, podcast and radio ~~radio stations~~ from administrative and student union control in so far as they comply with the national community radio associations and the Canadian Radio and Television-Telecommunications Commission guidelines.

The Union refrains from aiding in the distribution and the purchase of advertising in commercial, campus-targeted publications other than non-Union publications which displace money from the student community and threaten the livelihood of non-profit, student run publications.

The Union opposes the concentration of media ownership by large corporations.

Media on Campus

POSITION

The Union believes that:

A. The major role of the student press is to act as an agent of social change, assisting students in understanding and acting against oppression and injustice, and emphasising the rights and responsibilities of the student;

B. The student press must, to fulfill this role, perform both an educative and active function,

C. It is critical to support the aims of groups serving as agents of social change;

D. The student press must use its influence as an agent of social change responsibly, as outlined in the Canadian University Press Code of Ethics, presenting campus, local, national, and international news fairly and accurately and interpreting ideas and events to the best of its ability; **E. T**he student press must as its main priority assist students in acting against any system where it is found to be preserving a hierarchy based on power and privilege, or to be oppressive to women, lesbians and gay men, indigenous people,

religious groups or other minorities; ~~and~~

F. ~~T~~he student press must use its relative freedom from commercial and other controls to ensure that it acts in accordance with its major role, and to examine the issues that the other media avoid.

The Union affirms that the following rights and responsibilities are necessary for the effective implementation of the above principles:

- A. ~~T~~hat the student press have the right to determine and uphold their editorial policy, including advertising policy, regardless of pressure from student governments, administrations, or any others;
- B. ~~T~~hat the student press have the right to be free from implicit editorial control resulting from financial control of the newspaper by student governments, administrators, or any others;
- C. ~~T~~hat, to the fullest possible extent, the student press should be financially autonomous from any group other than the students who fund them;
- D. ~~T~~hat the student press have the right to receive in full and without delay student levies collected by administrations or budgets approved by student governments;
- E. ~~T~~hat the student press should have a written constitution including the following:
 1. ~~T~~hat staff democratically determines the newspapers editorial policy and internal structure;
 2. ~~T~~hat the newspaper guarantees regular, publicised staff meetings with democratic procedures;
 3. ~~T~~hat the staff has the right to elect, impeach, or censure its editors, coordinators or other staff; and
 4. ~~T~~hat the newspaper defines qualifications for voting staff members;
 5. ~~T~~hat the staff alone evaluates through due process charges that any of its members have acted irresponsibly.
 6. ~~T~~hat the newspaper must be open to, but not limited to, all students; ~~T~~hat the newspaper must provide a forum for the free exchange of ideas and opinions among, but not limited to, students;
 7. ~~T~~hat the newspaper has the right to prohibit publication of materials that it deems to be sexist, racist or homophobic, or that contravenes the Canadian laws on libel or hate literature; ~~and~~
 8. ~~T~~hat the student press have the responsibility to provide a forum for and respect the free exchange of ideas and opinions.

Minority Language Rights

The Union recognizes access to education and services in one's language of origin as a right.

The Union supports:

- a. Accessibility of education and services in the original language of Anglophones, Francophones and Indigenous peoples.
- b. ~~b.~~ Accessibility of education and services in the original language of people whose language of origin is neither English nor French. ~~and~~
- ~~c.~~
- ~~d.~~
- ~~e.~~c. The creation and maintenance of quality, publicly funded service to provide for Language Signe du Québec/American Sign Language availability for deaf and hard of hearing students.

People with Disabilities

POSITION

The Union declares that:

1. ~~A~~all students with disabilities have the right to equal access, ~~equitable~~ equal treatment, and freedom from discrimination in post-secondary institutions; ~~and~~
2. ~~A~~all people with disabilities have the right to equal access, to ~~equitable~~ treatment in, and freedom from discrimination in employment, housing, and provision of public services.

The Union supports:

1. ~~A~~accessible and therefore free public transportation systems for people with disabilities which, wherever possible, are integrated with existing public transportation systems; ~~and~~
2. ~~P~~ublicly funded home care for people with disabilities, which provides a stable working relationship between the caregiver and the person with disability.

Public Transportation

POSITION

The Union supports:

- The establishment of accessible and affordable municipal and inter-municipal public transportation for all post-secondary students regardless of age and status;
- Long-term sustainable federal funding for repairing existing services and expanding transit networks; and
- The creation of a national urban transit strategy by the federal government, in conjunction with provincial governments and municipalities, that includes permanent, long-term funding dedicated to urban transit.

The Union opposes:

- Government cutbacks to funding for public transportation;
- The lease or sale of public transportation systems to private operators; and
- The establishment of private, for-profit municipal and inter-municipal mass-transit services in communities where public transit systems do not exist.

Racism

Preamble

Race is a social construct that is not based on biologically determined differences between people. Racism may include but is not limited to the following forms:

- “individual racism”, ~~which is structured by an ideology (set of ideas, values and beliefs) that frames one’s negative attitudes towards others; and is reflected in the willful, conscious/unconscious, direct/indirect, or intentional/unintentional words or actions of individuals (Canadian Race Relations Foundation). is a manifestation of an individual’s attitudes and behaviours;~~
- “systemic racism”, ~~is an which-interlocking and reciprocal relationship between the individual, institutional and structural levels which function as a system of racism (Canadian Race Relations Foundation). It~~ consists of policies and practices of organisations that directly or indirectly operate to sustain the advantages of peoples of certain “social races”, and which is more difficult to address because it is implicit in the policies of organisations and often unconscious; and
- “cultural racism”, ~~— is a portrayal by the host society that devalues and stereotypes Blacks, Indigenous, people of colour and other minority groups in the media, academic texts literature and other forms of culture (Canadian Race Relations Foundation).the basis of both other forms of racism, which is the value system embedded in society, and which supports and allows discriminatory actions based on perceptions of racial difference and cultural superiority/inferiority.~~

~~Racialisation~~Racialization is the attribution of characteristics to an individual or group ~~based on~~ based on characteristics such as race, ethnicity, language, economics, religion, culture, politics, etc (Canadian Race Relations Foundation). ~~beliefs about biological traits stemming from ethnicity.~~

The inherent racist orientation of post-secondary institutions in classroom environments impedes learning and perpetuates alienation for all students and hinders the full participation of ~~Black, Indigenous, and people of colour students~~ students of colour and Aboriginal students.

POSITION

The Union is opposed to the ~~marginalisation~~ marginalization and oppression of people based on ~~racialised~~ racialized characteristics.

The Union challenges racist post-secondary institution curricula, campus environments, and pedagogical techniques.

The Union acknowledges and promotes learning environments that critically analyze racialized practices.

Religious Freedom

Preamble

Section two of the Canadian Charter of Rights and Freedoms affords all people of Canada the right to freedom of conscience and religion. Section three of the Quebec Charter of Human Rights and Freedoms also affords that everyone is entitled to the fundamental freedom of religion.

In addition, Section 15 of the Canadian Charter of Rights and Freedoms, Section 10 of the Quebec Charter of Human Rights and Freedoms, and provisions of the Canadian Human Rights Act provide that all people shall be free from discrimination on the basis of their religion.

POSITION

The Union supports universities and colleges offering courses on religious understanding and freedom

The Union supports programming that is religiously, spiritually and culturally sensitive during all activities, especially frosh and orientation activities

Religious/Spiritually-Sensitive Food Options

The Union supports food options that are inclusive of all religious, spiritual and cultural dietary needs at campus dining establishments.

The Union supports the rights of Indigenous students, staff, and faculty to have outside foods brought in that are not accessible within the institution in traditional ceremonial practices, including but not limited to smudging, and pipe ceremonies.

Religious/Spiritual Holidays

The Union supports the consideration of religious/spiritual holidays in academic scheduling.

The Union supports academic amnesty being given to students for reasons of religious/spiritual holidays.

The Union opposes academic or ~~non-academic~~non-academic penalties imposed for religious observances.

Campus Prayer Space

The Union supports the right of students to have access to multi-faith prayer space on campus that is stable, accessible, adequate, and respectful to the religious needs of all students.

Rights

Workers' Rights

POSITION

The Union recognises the common interests that often make students and workers political allies. As disrupting production is an effective weapon for workers against social injustice, the Union recognises that job actions such as work slow downs/stoppages or strikes, are a fundamental part of the struggle for socio-economic justice.

The Union supports, worker decisions to make their demands in the form of a strike, be it legal or not.

In the event of a strike, on a campus or otherwise, this support may include, but not be limited to: picket support, direct solidarity actions, education, publicity and financial support, from all appropriate levels of the Union.

Safety on Campus

POSITION

The Union supports the implementation of safety measures including, but not limited to safety workshops, external lighting, and walk-home programs on all Canadian campuses.

The Union opposes the distribution or sale of any item marketed and/or packaged as a personal security device, because of the false sense of security they engender.

Sexual Harassment

Preamble

Sexual harassment is defined as unwanted sexual attention, sexual solicitation or other sexually oriented remarks or behaviour; sexual harassment may be psychological or physical in nature. One incident, or the aggregation of a series of incidents, may constitute sexual harassment.

Sexual harassment may include, but is not limited to, the following:

- a. ~~u~~Unwanted sexual attention or solicitation which has the effect of interfering with an individual's work or participation, or which creates a negative emotional or psychological environment for work or participation within the Union;
 - ~~1.e~~ For example: remarks, jokes or innuendoes about a person's body, attire, age, marital status, gender, sexuality, sexual orientation, perceived sexual orientation or perceived gender orientation.
- b. ~~a~~An implied or expressed threat of reprisal for refusal to comply with a sexually oriented request; or
- c. ~~t~~The implied or expressed promise of reward for complying with a sexually oriented request-
- d. [Sending unwelcome communication about sex or hateful comments based on sex, gender identity, and/or sexual orientation \(National Sexual Violence Resource Center\)](#)
- e. [Sending partners, friends, acquaintances, or strangers unwanted request for nude photos or videos or to livestream sexual acts \(National Sexual Violence Resource\)](#)
- ~~e~~.f. [Sharing private images or videos without the consent of everyone involved \(National Sexual Violence Resource\)](#)

Although sexual harassment typically involves a person in a superior position as the initiator, it is ~~recognised~~ recognized that people in subordinate or equal positions may also be initiators.

Although sexual harassment is generally directed towards women, [Men, Women, Non-Binary, Trans people and other gender identities](#) ~~both men and women~~ can be harassed by members- [of any gender](#) ~~of either sex~~.

POSITION

The Union does not tolerate sexual harassment or harassment of any form.

Sexual Orientation and Gender Identities

POSITION

The Union shall engage in various campaigns to work for equality for all LGBTQ2S+ queer students.

The Union recognises-recognizes the fluidity of sexuality and rejects the constructed categorisations-categorizations of both gender and sex which have been imposed by heteronormative heterosexual culture.

The Union also recognises-recognizes that the identities which are designated do not adequately represent the diversity of the LGBTQ2S+ community.

The Union supports amendments to any Human Rights legislation that proposes the inclusion of sexual orientation and gender identities -as an area of prohibited grounds for discrimination.

The Union supports the right of students, regardless of sexual orientation and gender identity, to associate in a manner consistent with principles they themselves establish, as opposed to principles established by outside bodies.

The Union supports the autonomy of campus mass media platform community radio in its right to queer content in its programming.

Discrimination

The Union supports the inclusion of sexual orientation and gender identities -as prohibited grounds for discrimination in organisationsorganizations, businesses, and governments; and in all areas of academic life.

The Union opposes discrimination against LGBTQ2S+ queer faculty members, including denial of tenure on the basis of sexual orientation and gender identities;

The Union urges post-secondary institution administrations to work with LGBTQ2S+ queer students, faculty and staff members to provide workshops dealing with unlearning and eliminating transphobia, biphobia, lesbophobia, homophobia, and heterosexism and any other queer related form of hate and prejudice.

The Union supports an ongoing commitment to anti-oppression campaigns specific to LGBTQ2S+ queer people, including but not limited to 'International Day against Homophobia and Transphobia' and Pride Month/Days Against Hate'.

Declaration of Student Rights: LGBTQ2S+ Queer-Students

The Union declares that all LGBTQ2S+ queer-students have the right to:

1. ~~F~~free and open life, as full and equal participants in society;Equitable
~~E~~equal access to, Equitable ~~equal~~ treatment in, and freedom from harassment in all aspects of post- secondary education, employment, provision of public services, and housing;
2. ~~O~~rganizse on campus, regardless of sexual orientation and gender identities, in a manner consistent with self--determined principles as opposed to externally imposed principles, and with equal access to funding, space, facilities and resources on campuses;
3. ~~A~~ccess to programs and curricula dealing with, and including fair and honest treatment of content related to, LGBTQ2S+ queer people, such as but not limited to, history, sociology, culture, sexuality, psychology, politics, and legal status;
4. ~~A~~ccess to resources which assist in the healthy development of a positive individual, community, and societal self-image, including professional services provided by LGBTQ2S+ queer professionals, or professionals specialising-specializing in the provision of services to LGBTQ2S+ queer clients, in a receptive and positive environment;~~and~~
5. ~~R~~ecognition including, but not limited to, legal recognition of same sex relationships including marriage and its associated benefits in the eyes of the law and society, including custody or adoption of children on an equal basis with heterosexual people.

Homophobia and Transphobia~~Heterosexism~~

The Union ~~recognises-recognizes~~ that homophobia and transphobia ~~heterosexism~~ in all their forms, including personal, institutional and cultural, create an environment on campuses which presents a barrier to access.

The Union recognises that a homophobic and transphobic climate and ~~homophobic~~ violence create a hostile environment on campuses, which fosters homophobic and transphobic violence, and which is a deterrent to accessible education.

The Union ~~recognises-recognizes~~ that heteronormativity ~~heterosexism~~ creates a climate which fosters transphobic, biphobic, lesbophobic, homophobic violence, compounded and intensified in the case of people of colour, people with disabilities, indigenous ~~aboriginal~~ people, women, and other historically ~~marginalised-marginalized~~ people.

The Union opposes homophobic and transphobic -violence which it recognises as a hate crime.

Solidarity

POSITION

The Union encourages students to work in solidarity with members of the post-secondary educational community.

The Union opposes penalties imposed upon members of the post-secondary educational community for respecting picket lines.

The Union condemns post-secondary institutions refusing to give academic amnesty to students for political motives.

Student Employment

Preamble

As tuition fees have been allowed to increase, access to post-secondary education has become more and more limited. In contrast to the past, students are no longer able to pay for their education by working full-time at minimum wage over the summer. Currently, many students across Canada are required to work several part-time jobs throughout the academic term in order to pay for their education. Those students who are fortunate enough to find employment, are rarely able to do so in a field that is related to their studies, and many are faced with low wages and poor working environments that offer few benefits and sometimes unsafe conditions.

Where limited government funding does exist to promote student employment, such programs are restricted to domestic students and exclude international and non-status students. Furthermore, many students who are working in unpaid work placements or internships are not eligible for worker's compensation or Employment Insurance.

These issues leave many students economically disadvantaged, unable to afford their studies and vulnerable to exploitation in the labour force.

POSITION

The Union supports:

- A. The right of all people, including students, to meaningful employment and equal pay for equal work;
- B. The creation of meaningful employment opportunities for students that complement their field of study;
- C. The right of international students to work off campus;
- D. government funded student employment programmes, including summer employment programmes, that are accessible to full and part-time students, regardless of their citizenship status or immigration status;
- E. The eligibility of students who have completed an unpaid work placement or internship for Employment Insurance;
- F. The coverage of all student employment under the standards set out in the Employment Standard Act;
- G. A provincial minimum wage that provides a living wage and ensures that no working person is living below the poverty line;
- H. Student employment programmes that pay wages above the provincial minimum wage;
- I. Freedom from discrimination in employment as set out by provincial Human Rights Commissions; and
- J. Access to employment programmes aimed at creating equal opportunities for students living with disabilities.

The Union opposes:

- A. Labour without financial compensation, as part of the post secondary education curriculum;
- B. The use of government funding schemes, like work-study, that exploit student labour to displace full-time unionised or permanent positions;
- C. Discrimination in employment against students on the basis of type of study;
- D. Discrimination in employment against any people, including students, on the basis of citizenship or immigration status;
- E. The exclusion of students from eligibility for government funded employment programmes based on their type of study, citizenship, or immigration status;
- F. Legislation or policy that prevents students from working full time based on citizenship;
- G. Guidelines or policies restricting the number of hours students are permitted to seek, in particular as this applies to graduate students; **and**
- H. Any other forms of discrimination in employment.

Sustainable Campuses

Preamble

The general public, and students in particular, are increasingly calling for stronger environmental regulations and initiatives. Properly maintaining campus green space and aging infrastructure along with the implementation of new, efficient equipment and technology are important components to sustainable campuses.

Ultimately, government is responsible for establishing environmental standards for public institutions and meeting those standards with public funds. Therefore, students should not be forced to pay for environmental upgrades through additional user or ancillary fees.

Policy

POSITION

The Union supports:

- a. Funding from the government for the purpose of campus greening and the development of sustainable infrastructure at public universities, colleges, and institutes;
- b. Zero emissions standards for all new buildings built on campuses; and
- c. Student and community input in developing campus-level environmental enhancements and priorities.

The Union opposes additional fees' being charged to students in order to fund environmental upgrades and campus greening projects.

Technology

Preamble

The Union ~~recognises~~ recognizes that the use of technology in all aspects of students' life profoundly affects the student-teacher and student-student interaction of academic programs, the atmosphere of the institution, and the power structure within it.

POSITION

The Union supports the use of technology when it encourages critical thinking, accessibility, and empowerment of students.

The Union opposes:

- a. ~~T~~he use of technology as a substitute for classroom and student-teacher interaction;
- b. ~~€~~~~T~~he introduction of new technology solely as a solution to the under-funding of education; ~~and~~
- c. ~~T~~he use of technology by administration as a basis for limiting, rather than enhancing how academic programs and student services are delivered. zf

Transgender gendered, Transsexual and Intersex Students

POSITION

The Union ~~recognises~~ recognizes the need for health and social services that are inclusive to transgender ~~transgendered, transsexual,~~ and intersex peoples.

The Union supports research, education and training pertaining to transgendered, atranssexual and intersex issues, available services for trans people ~~transgendered, transsexual,~~ and intersex peoples and an end to discrimination ~~against~~ against transgender ~~transgendered, transsexual,~~ and intersex peoples.

Unionisation-Unionization and Student Employees

POSITION

The Union believes that unionisation—unionization and collective bargaining are fundamental rights of workers.

Students are employed at post-secondary institutions in a variety of ways. In this employment, students make a significant contribution to the life and purpose of the institution. None of this employment should be considered to be subsidy, scholarship, or student assistance. Regardless of the source of funds for the wages of these employees, the Union asserts that students retain their right to collective bargaining and unionisationunionization.

The Union ~~recognises~~ recognizes that unions are also important partners in the fight for an accessible, quality post-secondary education system. In particular, unions of student employees work to:

- a. ~~P~~put limits on tutorial, lab, and class sizes;
- b. ~~E~~nsure that student employees are paid a fair wage and are not subjected to unreasonable workloads, allowing them to complete their degrees in a reasonable time without incurring large debts;
- c. ~~F~~ight against the implementation of technological replacements for academic labour;

~~o~~1. For example, tutorials via teleconferencing online virtually instead of with instructors in person.

- d. ~~E~~nsure that conditions of employment do not compromise academic standing;
- e. ~~P~~rotect employees from harassment and discrimination; ~~and~~
- f. ~~E~~stablish solidarity with other unions.

Violence

POSITION

The Union ~~recognises~~recognizes that oppression on and all types of~~ve~~ violence is a destructive presence that affects all peoples.

The Union denounces all acts and forms of oppressive violence, encourages awareness of its varied effects and ~~recognises~~recognizes the right of all people to live in a violence-free environment.

Water

Preamble

Water, like education, is a public right, not a privilege. The treatment of water as a commodity that can be sold poses the risk of potentially denying access to this life-sustaining resource. It is a common responsibility of all people and governments to ensure that water is used sensibly to minimize negative environmental impacts and guarantee free and universal access to clean drinking water in the future.

However, most city water in Canada is much more highly regulated and monitored for quality than bottled water. In addition, public water systems are the most responsible mechanism for ensuring that water is accessible.

Mass production of bottled water has negative environmental impacts due to the creation of landfills full of empty bottles and plastic-leaching toxins endangering the surrounding environment and communities and posing hazardous risks.

Bottled water is one of the key products being promoted in the public school system and on college and university campuses across the country. Beverage exclusivity contracts on campuses are the marketing tool of choice for water bottling companies to guarantee access to the student and youth market.

Private beverage companies are engaged in aggressive marketing campaigns claiming that bottled water is the only safe source of drinking water available and creating a culture of dependence and reliance on private water sources that undermine public confidence in public water systems.

Buying bottled water sends a powerful message to our elected leaders that there is little need to maintain and improve Canada's water infrastructure.

Bottled Water

POSITION

The Union supports:

- a. Public ownership of natural water sources;
- b. Adequate funding for clean and accessible public water systems;
- c. Public drinking fountains in spaces and public buildings, including college and university campuses;

- d. ~~E~~enforced government regulations to establish standards and guidelines for public water systems that set international standards;
- e. ~~G~~overnment initiatives to clean up polluted water sources;
- f. ~~B~~bottled water bans for all events held by municipal, provincial or federal governments or public institutions;
- g. ~~A~~adequate funding and support for clean and accessible water systems nationwide; ~~and~~
- h. ~~C~~ontainer deposit laws and other effective ways of cutting down the amount of bottles piling up in landfills and polluting the environment.

The Union opposes:

- a. ~~T~~he use of bottled water where safe drinking water is available;
- b. ~~A~~advertising of bottled water;
- c. ~~T~~he privatiz~~z~~ation of natural water sources and water services;
- d. ~~B~~bulk water imports and exports;
- e. ~~w~~Water takings by bottled water corporations of public water and public water sources;
- f. ~~A~~ny change to public policy that serves the private and commercial interests of bottled water companies instead of the public interest;
- g. ~~G~~overnment under-funding of public water systems and water testing programmes;
- h. ~~t~~The allocation, sale or lease of land or natural resources by any level of government to bottled water companies; ~~and~~
- i. ~~N~~ational or international trade agreements that limit or undermine Canada's ability to regulate and protect public water systems.

Women Students' Issues

POSITION

The Union believes that women students have the right to:

1. Freedom of choice of lifestyle, employment, and education as full and equal participants in Canada's and Québec's society;
2. Access post-secondary education;
3. Employment, and the right to equal opportunity of employment with equal pay for work of equal value;
4. Access to full, government subsidized, quality daycare, provided by adequately trained and paid childcare workers, since access to education is limited by a lack thereof;
5. Financial student assistance programs which meet the needs of full-time students, part-time students, and single parents, the majority of whom are women, and which do not require dependence on their parents or spouse;
6. Concrete programs for the pre-entry of women into post-secondary education, to aid women in overcoming the barriers of interrupted studies and inadequate backgrounds;
7. Academic counselling which informs women of all educational and employment opportunities available, in order to actively combat the streaming of women into traditional fields;
8. Organizse as women, since women's organizsations within the student movement are necessary to actively raise the issues faced by women students, to provide a place for all women to develop organizational and political skills, and to provide a forum where all women can develop a sense of unity and co-operation;
9. Aa student organization which recognizes, promotes and funds a women's organizsation on campus to facilitate involvement in women's issues;

10. Aan education through non-sexist instruction, textbooks and materials, recognizing that some literature and materials must be viewed relative to their historical or social context but that all instruction, contemporary textbooks and materials should be free of sexual stereotyping and discrimination;
11. Aan educational environment free of advertisements, entertainment programming and/or materials which promote violence against women, sexual stereotyping and/or discrimination;
12. Government-funded women's studies courses in post-secondary educational institutions;
13. Control their own bodies, including but not limited to:
 - a. Aaccess to safe, reliable birth control and family planning information and the right of choice in the method;
 - b. Free accessible abortion upon demand;
 - c. Aaccess to quality health services and counselling which meet the needs of women students and respect a woman's control of her body;
 - d. Aaccess to a full range of options and to be able to freely exercise whatever decision she makes in the case of pregnancy;
 - e. Freedom of expression of sexual orientation;
 - f. Freedom from sexual assault and all other forms of violence;
 - g. The right to an educational environment free of sexual harassment; and;
14. Effective, legal, and academic grievance procedures recognized by students, faculty, and support staff.