

Faculty of Music Anti-Racism Alliance Equity Policy & Code of Conduct

University of Toronto Faculty of Music

Updated March 15, 2021, by the 2020-2021 Executive

I. Equity Objectives

1. To foster an environment in which members can safely and equally participate in advocacy and activism within the Faculty of Music, and be able to access resources with which to do so;
2. To create and maintain an environment in which all members can participate regardless of race, ancestry, colour, creed, ethnicity, citizenship, religion, nationality, gender identity, disability, marital status, sexual orientation, financial status, language status, and age;
3. To promote values of equity and justice, and the facilitation of productive discussion in these areas;
4. To ensure that our anti-racism efforts are not being pursued in the interest of specific club members. Rather, we shall use our voices in pursuit of revealing overlooked racial issues in music and creating a more equitable and inclusive environment at the Faculty of Music;
5. To communicate our ideas professionally and respectfully, giving each club member a fair chance to voice their opinion fully and without undue opposition.

II. Code of Conduct

A. Preface

1. Section A, No. 6, titled “Code of Student Conduct: Preface” of the University of Toronto Governing Council Student Code of Conduct states:
 - a. “The University must define standards of student behaviour and make provisions for student discipline with respect to conduct that jeopardizes the good order and proper functioning of the academic and non-academic programs and activities of the University or its divisions, that endangers the health, safety, rights or property of its members or visitors, or that adversely affects the property of the University or bodies related to it, where such conduct is not, for the University's defined purposes, adequately regulated by civil and criminal law.”
2. The FoMARA is a club operating under the Faculty of Music Undergraduate Association (FMUA). As such, members of the FoMARA are also members of the FMUA and are therein bound to the responsibilities such membership entails (see S. 3 - Membership, in the FMUA's Bylaws, and S. 2 - Code of Conduct, in the FMUA's Policies and Procedures).

B. Offences, Behavioural Rules, and Guidelines

The following is an excerpt from the University of Toronto Governing Council Student Code of Conduct:

1. Offences against persons
 - a. No person shall assault another person sexually or threaten any other person with sexual assault.
 - b. No person shall otherwise assault another person, threaten any other person with bodily harm, or knowingly cause any other person to fear bodily harm.
 - c. No person shall knowingly create a condition that unnecessarily endangers the health or safety of other persons.
 - d. No person shall threaten any other person with damage to such person's property, or knowingly cause any other person to fear damage to her or his property.
 - e. No person shall engage in a course of vexatious conduct that is directed at one or more specific individuals, and that is based on the race, ancestry, place of origin, colour, ethnic origin, citizenship, sex, gender, sexual orientation, creed, age, marital status, family status, handicap, receipt of public assistance or record of offences of that individual or those individuals, and that is known to be unwelcome, and that exceeds the bounds of freedom of expression or academic freedom as these are understood in University policies and accepted practices, including but not restricted to, those explicitly adopted.
2. False charges: No person shall knowingly or maliciously bring a false charge against any member of the University of Toronto under this Code.
3. Aiding in the Commission of an Offence: No person shall counsel, procure, conspire with or aid a person in the commission of an offence defined in this Code.
4. Refusal to comply with sanctions: No person found to have committed an offence under this Code shall refuse to comply with a sanction or sanctions imposed under the procedures of this Code.

The FMUA Code of Conduct states the following:

Terms in this section are to be understood as they are defined or used in the Ontario Human Rights Code. Vexatious conduct that is based on sex or sexual orientation is considered an offence under the University's Policy and Procedures: Sexual Harassment. If the Equity and Accessibility Director believes, after consultation with relevant parties, that a complaint based on sex or sexual orientation would be better handled under the Code of Student Conduct, the Director may refer the matter to the appropriate head of division.

*Members of the FoMARA must adhere to the University of Toronto Governing Council Student Code of Conduct, the FMUA Code of Conduct, and the FoMARA Code of Conduct in interactions with any persons, both members and non-members of the club, during and outside of FoMARA-related activities. Failure to do so will result in punitive measures to be determined by the Executive.

C. The Board of Directors

1. The Board of Directors represents the membership of the FoMARA and represents and is accountable to the entire undergraduate student body through its actions, communications, and policies.
 - a. The Board of Directors has the responsibility to provide accessible platforms through which club members can comment on the operations of or bring up equity concerns to the FoMARA.
 - b. The main objective of the Board of Directors is to facilitate advocacy and activism. As such, personal relationships must not affect the fair distribution of opportunities and responsibility when making decisions pertaining to the organization and administration of FoMARA-sanctioned events and other decisions relating to opportunities and responsibilities within the club.
 - c. It is the responsibility of the Board of Directors to adhere to the principles of fairness, inclusion, and professionalism in any decision-making processes.
 - d. If a member of the Board of Directors suspects that any member of the club has committed an equity violation, it is the duty of the Board of Directors to raise this issue to the Equity and Accessibility Director of the FMUA.
 - i. If the injured party wishes to remain anonymous or for the incident not to be reported, the Executive shall abide by their request(s).

III. Protocol for Responding to Equity Violations

A. Preamble

As outlined in I. Equity Objectives, the FoMARA seeks to uphold equity, diversity, and inclusivity. The safety of its members, both emotional and physical, is of paramount importance. As such, action will focus on supporting those affected by racism and oppression. Decisions shall be made with the goal of, in order:

1. Safety;
2. Inclusivity;
3. Respect; and
4. Education.

B. Powers of the Equity and Accessibility Director of the FMUA

The powers of the Equity and Accessibility Director in dealing with equity violations are broad. The following list of actions is not exhaustive, but rather identifies common actions that can take place in the event of an equity violation.

The appropriate action which is taken in response to each complaint will be decided on a case-by-case basis, and will be centered around the request(s) of the injured party. **No additional action will be taken beyond the request(s) of the injured party** . This policy will

not seek to prescribe action, considering the complexity of most equity issues, unless there are explicit actions requested by the individual bringing forth the equity violation. Rather, it is meant to clearly communicate typical actions and standard procedure taken by the Executive in response to equity violations.

C. Review of Equity Violations:

1. Warning
 - a. When an equity violation is committed, the Equity and Accessibility Director has the responsibility to inform the member(s) in question that their actions do not uphold the values of the club.
 - b. In addition to a warning, the Equity and Accessibility Director also has a responsibility to educate and build an understanding as to why the actions of the member(s) in question were wrong.
 - c. Verbal warnings will always be followed by written notice delivered to the member(s) in question.
2. Arbitration
 - a. The Equity and Accessibility Director may arbitrate a meeting between the parties involved.
 - b. The purpose of these meetings should be: resolution, closure, further investigation, or other such goals.
3. Club Suspension
 - a. The member in question may be suspended from the club. If suspended, the member in question will not be able to attend or contribute to club meetings, events, outreach projects, and other club activities.
 - b. Duration and scope of suspension will be specified by the Equity and Accessibility Director.
4. Club Ban
 - a. The member in question may be banned from the club. If banned, the member in question will not be able to attend or contribute to club meetings, events, outreach projects, and other club activities.

IV. Amendments to the Equity Policy & Code of Conduct

1. The outgoing and incoming Executive shall jointly review the Equity Policy & Code of Conduct after the Annual General Meeting (if necessary).
2. The President will draft all amendments to the Equity Policy & Code of Conduct and seek the approval of the Board of Directors at a regularly scheduled meeting.
3. All amendments must be approved by a consensus of the Board of Directors and garner the approval of the current Equity and Accessibility Director of the FMUA. General members must be advised of all approved amendments.