



THE ENGINEERING SOCIETY
OF QUEEN'S UNIVERSITY

THE Engineering Society OF Queen's University Policy Manual

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β: Society Leadership

Preamble: The Society Leadership policy outlines the positions and responsibilities of the Engineering Society Executive and Directors. Included are lists of responsibilities and duties as well as special requirements such as summer positions.

A. THE EXECUTIVE

A.1 President

(Ref. By-Law 4.B.1)

A.1.1 The President shall serve as the primary representative and voice of the Engineering Society, articulating the mission, vision, direction, and opinions of the Society.

A.1.2 The President shall be the Executive authority in all matters related to the Engineering Society as a whole, though not in matters specifically related to the portfolios of other Executive members. These responsibilities include:

- a. All public relations activities and representation of the Society to all external organizations, including:
 - i. Oversight of the Director of Academics
 - ii. Oversight of the Director of Professional Development
 - iii. Oversight of the Director of First Year
 - iv. Oversight of the Director of External Relations
- b. Representation of the Engineering Society to the Faculty of Engineering and Applied Science and to Queen's University.
- c. Supporting members of the Executive of the Engineering Society in their duties and responsibilities.
- d. Oversight of the Engineering and Applied Science Orientation Week, as seen in *By-Law – 11.I*, and *Policy η.W*.
 - i. Authority over the actions and conduct of the Orientation Chair, Chief FREC, FREC Committee, and FREC (Frosh Regulation and Enforcement Committee) Orientation Leaders.

- ii. Approval authority of all Engineering and Applied Science Orientation Week events.
 - iii. In consultation with the Orientation Chair, full authority over the Engineering and Applied Science Grease Pole event, as seen in *Policy η.W.5.2a.ii.*
 - e. Oversight of the Science Formal as seen in *By-Law-11.K* and *Policy η*
 - i. Authority over the actions and conduct of the Science Formal Convener and Chairs
 - ii. Approval authority of the Science Formal event
 - iii. Collaborate with the Vice President (Finance & Administration) for financial and strategic planning oversight.
 - f. Relations with Queen's Engineering and Applied Science Alumni, including:
 - i. Liaison with the Queen's University Office of Advancement and Department of Alumni Affairs
 - ii. Liaison with Engineering and Applied Science Years and any affiliated groups related to Engineering and Applied Science alumni
 - g. Oversight and supervisory authority of the Engineering Society permanent staff.
 - h. The legal and financial decisions for the Engineering Society in collaboration with the Vice Presidents, including:
 - i. Cosignatory authority on legal contractual obligations of the Engineering Society; and
 - ii. Cosignatory authority for financial transactions of the Engineering Society
 - i. Promoting the mission of the Engineering Society to the Society's membership
 - j. Enfranchising membership in the operation of their Society
- A.1.3 The specific duties of the President are the following:
- a. Attending and Chairing meetings of the Engineering Society Executive as described in *By-Law 4.C*
 - b. Serving as a voting member of AMS Assembly.
 - c. Representing the Engineering Society on the AMS President's Caucus
 - d. Serving as a voting member of the Engineering and Applied Science Faculty Board, as seen in *By-Law 7.C* and *Policy ι.C.1.*

- e. Serving as a voting member of the Engineering and Applied Science Faculty Board's Operations Committee
- f. Ex-officio recommendation for appointment to the Queen's University Engineering Student Society Services Incorporated (QUESSI) Board of Directors for the Campus Bookstore operation, as seen in *By-Law 14* and *Policy ζ.A*
- g. To serve as an ex-officio Director of the Engineering Society and Research Centre (Kingston) (ESARCK), as seen in *By-Law 13* and *Policy ζ.B*.
- h. Reporting to EngSoc Council on the affairs of the Engineering Society and on issues related to the portfolio of the President.
- i. The President shall have a paid summer position, as detailed in *B*, and will be required to be in Kingston for the summer to develop strategic initiatives for the Society, to represent the Society's interests and serve as a resource for the Engineering Society members. The summer activities shall consist of:
 - i. Those activities and initiatives outlined in the President's Summer Plan, as detailed in *B.2*.
 - ii. The Summer Plan Regular Task List including:
 1. Scheduling Executive Meetings
 2. Posting weekly summaries to the Engineering Society website
 3. Submitting monthly reports to Council
 4. Assisting FREC Committee in logistics and approval process for elements of the Engineering and Applied Science Orientation Week
 5. Liaising with the Faculty of Engineering and Applied Science
 6. Representing students on the Engineering and Applied Science Faculty Board Operations Committee
 7. Emergency Committee for the QUESSI Board of Directors during the summer months
 8. Liaising with the AMS

A.1.4 In all matters relating to the President's portfolio shall the expressed resolutions and ratified opinions of the Engineering Society Council be considered binding and principal. The President shall not represent or act in a manner contradicting the expressed will of the Engineering Society Council or the membership through a proper referendum

A.2 Vice President (Operations)

(Ref. By-Law 4.B.1)

A.2.1 The Vice President (Operations) is the primary, legal and operations officer of EngSoc, responsible for overseeing the management teams of the service operations of EngSoc.

A.2.2 The Vice President (Operations) shall have responsibility and authority over the following elements of the Society:

- a. The Director of Educational Services
- b. The Director of Retail Services
- c. The Advisory Board Secretary
- d. The Finances and strategic planning of the Engineering Society Services as outlined in section η of the *Policy Manual*. This list includes:
 - i. Campus Equipment Outfitters (CEO)
 - ii. Science Quest
 - iii. Golden Words
 - iv. Clark Hall Pub
 - v. Integrated Learning Centre Constables (iCons)
 - vi. EngLinks
 - vii. The Tea Room
- e. To enhance student life and the broader learning environment for the Engineering Society Membership and greater Queen's community.
 - i. The Vice President (Operations) shall have the authority to create new services, with consultation with other members of the Executive regarding the start-up of a new service.
 - ii. The Vice President (Operations) shall be responsible for submitting the proposal of the new service to the Advisory Board and, pending on their approval, write and present policy regarding the new service to the Engineering Society Council.
- f. The legal and financial decisions for the Engineering Society in collaboration with the President, Vice President (Finance & Administration), and Vice President (Student Affairs) as seen in *Policy* 0.B, including:
 - i. Cosignatory authority on legal contractual obligations of the Engineering Society, including leases, insurance and capital investments.

- ii. Cosignatory authority for financial transactions of the Engineering Society including services capital purchases greater than \$1000.

A.2.3 The duties of the Vice President (Operations) include, but are not limited to:

- a. To attend all Executive meetings as described in *By-Law 4.C*.
- b. To meet regularly with the Executive to:
 - i. Discuss, keep up to date, and develop long term strategy for the Society as a whole.
 - ii. Discuss legal, ownership, and lease arrangement issues.
- c. To meet with service management in order to act as an information source and to monitor the progress of their goals. This involves:
 - i. Leading long term strategic and capital planning.
 - i. The review of actuals, margins, and profits for each service.
 - ii. Handling all loan requests for services from the Engineering Society as outlined in section *0.D.6* of the *Policy Manual*.
 - iii. Responsibility for all honoraria and salary changes for services.
 - iv. Evaluating the performance of management.
- d. To review budgetary actual and operational updates from the previous month for each service on the first Saturday after the first full week of each month, as is outlined in section *0.D.3* of the Policy Manual.
- e. To serve as an ex-officio voting member of the Engineering Society's Advisory Board.
- f. To serve as an ex-officio Director of the Engineering Society and Research Centre (Kingston) (ESARCK).
- g. Ex-officio recommendation for appointment to the Queen's University Engineering Society Services Incorporated (QUESSI) Board of Directors for the Campus Bookstore operation, as seen in *By-Law 14* and Policy *7.A*.
- h. To supervise all service Business Managers, ensuring that their operations are in accordance with good financial practice and statutory requirements.
- i. To process all salary requisitions for any work-study employees of the Engineering Society during the year.
- j. To arrange that each year the Society's financial books be inspected by a Chartered Accountant who shall prepare a statement based on those

records if deemed necessary. This should be done in conjunction with the Vice President (Finance & Administration).

k. To oversee all aspects of the:

- i. EngServe agreement
- ii. Tripartite Agreement
- iii. Lease Agreements

l. To update and maintain policy relevant to the Operations Portfolio.

m. To act as a liaison for EngSoc associated groups and services to the Faculty of Engineering and Applied Science, Queen's University, and other external organizations, including:

- i. Consulting with the AMS General Manager on issues of insurance and liability.
- ii. Any managers and advisors who deal with the Society's services.

n. To monitor the external sponsorship of groups within this portfolio.

o. To keep Council informed by regular reports on the financial and operational position of the Services.

p. The Vice President (Operations) shall have a paid summer position as outlined in [B](#), and will be required to be in Kingston for the summer to develop strategic initiatives for the Society, to represent the Society's interests and serve as a resource for the Engineering Society members. The Summer activities shall consist of:

- i. Those activities and initiatives outlined in the Vice President (Operations)'s Summer Plan ([Ref. B.2](#)).
- ii. The Summer Plan Regular Task List including:
 - 1. Posting monthly summaries to the Engineering Society website.
 - 2. Submitting monthly reports to Council.
 - 3. Assisting the Executive and Directors during the summer months.
 - 4. Assisting service managers and staff over the summer.
 - 5. Strategic planning and budget support for Clark Hall Pub, Science Quest, iCons, EngLinks, CEO, Golden Words, and Tea Room.
 - 6. Providing budget, human resources, and management support for Science Quest.
 - 7. Dealing with CU Advertising in Golden Words.
 - 8. Becoming familiarized with Engineering Society finance.
 - 9. Reviewing insurance contract and space agreements.

10. Assisting in the preparation of the EngSoc annual budget.
11. Reviewing QUESSI documents.
12. Liaising with the Faculty of Engineering and Applied Science and the AMS Services on Services issues.

A.3 Vice President (Finance & Administration)

(Ref. By-Law 4.B.1)

A.3.1 The Vice President (Finance & Administration) is the primary financial and administrative officer of EngSoc, responsible for overseeing all financial transactions, hiring, IT operations, and internal process of EngSoc.

A.3.2 The Vice President (Finance & Administration) shall have responsibility and authority over the following elements of the Society:

- a. The Director of Finance
- b. The Director of Human Resources
- c. The Director of Information Technology
- d. The Director of Internal Processes
- e. EngSoc accounts and those of associated groups who bank with the Engineering Society.
- f. The central EngSoc budget
- g. The legal and financial decisions for the Engineering Society in collaboration with the President, Vice President (Operations), and Vice President (Student Affairs) as seen in *Policy 0.B*, including:
 - i. Cosignatory authority on legal contractual obligations of the Engineering Society, including leases, insurance and capital investments.
 - ii. Cosignatory authority for financial transactions of the Engineering Society including services capital purchases greater than \$1000.

A.3.3 The duties of the Vice President (Finance & Administration) include, but shall not be limited to:

- a. Attending meetings of the Engineering Society Executive as described in *By-Law 4.C*.
- b. To meet regularly with the Executive to:
 - i. Discuss, keep up to date, and develop long term strategy for the Society as a whole.
 - ii. Discuss financial and administrative issues.

- c. To serve as an ex-officio voting member of the Engineering Society's Advisory Board.
- d. To serve as an ex-officio Director of the Engineering Society and Research Centre (Kingston) (ESARCK).
- e. To supervise Treasurers for all Events, Years, and Clubs, ensuring that their operations are in accordance with good financial practice and statutory requirements.
- f. To inspect the books of the Clubs, Years, and other operations of the Society monthly.
- g. To deal with CU advertising on the Orientation Week Notebook, Frosh Primer, and Yearbook publications.
- h. To arrange that each year the Society's financial books be inspected by a Chartered Accountant who shall prepare a statement based on those records if deemed necessary.
- i. To sign off each day on any deposit into the EngSoc safe in the safe log as recorded by the Director of Finance.
- j. To update and maintain policy relevant to the Finance & Administration Portfolio.
- k. To act as a liaison for EngSoc associated groups and services to the Faculty of Engineering and Applied Science, Queen's University, and other external organizations, including:
 - i. Working with the EngSoc investment advisor on Society investments.
 - ii. Any managers and advisors who deal with the Society's money.
- l. To monitor the external sponsorship of groups within this portfolio.
- m. To keep Council informed by regular reports on the financial and operational position of the Society.
- n. The Vice President (Finance & Administration) shall have a paid summer position as outlined in B, and will be required to be in Kingston for the summer to develop strategic initiatives for the Society, to represent the Society's interests and serve as a resource for the Engineering Society members. The Summer activities shall consist of:
 - i. Those activities and initiatives outlined in the Vice President (Finance & Administration) Summer Plan
 - ii. The Summer Plan Regular Task List including:
 - 1. Posting monthly summaries to the Engineering Society website.

2. Submitting monthly reports to Council.
 3. Daily administrative, payroll and financial duties for the Engineering Society.
 4. Assisting Executive and Directors during the summer months.
 5. Liaising with the Faculty of Engineering and Applied Science on finance and Financial Services issues.
 6. Budget support for Clark Hall Pub, Science Quest, iCons, EngLinks, CEO, Golden Words, Tea Room, Science Formal and Orientation Week.
 7. Becoming familiarized with Engineering Society finance.
 8. Reviewing insurance contracts and space agreements.
 9. Updating the Society's finances.
 10. Assisting in the preparation of the EngSoc annual budget.
- o. The indirect maintenance of the external and internal computer systems of the Society Offices through supervision of the Director of Information Technology.
 - p. The oversight of the hiring document filing system of the Society Offices.

A.4 Vice President (Student Affairs)

(Ref. By-Law 4.B.1)

A.4.1 The Vice President (Student Affairs) shall strive to represent the Engineering Society to its members and market the Society to the community at large.

A.4.2 The Vice President (Student Affairs) shall have direct responsibility and authority over the following elements of the Society:

- a. The Director of Governance
- b. The Director of Clubs & Conferences
- c. The Director of Communications
- d. The Director of Design
- e. The Director of Student Life
- f. The Director of Equity and Advocacy
- g. The Sexual Violence Prevention and Response Lead
- h. Associated events of the Engineering Society not specifically delegated to another officer or separately empowered committee.

A.4.3 The duties of the Vice President (Student Affairs) include, but shall not be limited to:

- a. Attending meetings of the Engineering Society Executive as described in *By-Law 4.C*
- b. Serving as a voting member of AMS Assembly
- c. Serving as a voting member of the Engineering and Applied Science Faculty Board as seen in *By-Law 7.C* and *Policy 1.B*
- d. Serving as a voting member of the Engineering and Applied Science Faculty Board Operations Committee
- e. To serve as an ex-officio Director of the Engineering Society and Research Centre (Kingston) (ESARCK) as seen in *By-Law 13* and *Policy 7.B*.
- f. The administration and monitoring of the e-mail lists of Engineering Society, including approval of all electronic communications to the Society membership through this list in accordance with the Society's Computing Policy (*Policy 1.B*)
- g. Acting as the information officer in regards to the collection, use, retention, and disposal of personal information with regard to FIPPA legislation.
- h. Reporting to Council the state of affairs of the Society with respect to this portfolio.
- i. To update and maintain policy relevant to the Student Affairs Portfolio.
- j. The legal and financial decisions for the Engineering Society in collaboration with the President, the Vice President (Operations) and the Vice President (Finance & Administration), including:
 - i. Cosignatory authority on legal contractual obligations of the Engineering Society; and
 - ii. Cosignatory authority for financial transactions of the Engineering Society

A.4.4 The Vice President (Student Affairs) shall have a paid summer position, as detailed in *B*, and will be required to be in Kingston for the summer to develop Engineering and Applied Science curricular initiatives, to represent the Society's academic interests and serve as resource for the Engineering Society members. The Summer activities shall consist of:

- a. Those activities and initiatives outlined in the Vice President (Student Affairs)'s Summer Plan, as detailed in *B.2*.

- b. The Summer Plan Regular Task List including:
 - i. Posting monthly reports to the Engineering Society website
 - ii. Submitting monthly reports to Council
 - iii. Liaising with the Faculty of Engineering and Applied Science and the AMS Services on Societal issues.
 - iv. Assisting in the preparation of the EngSoc annual budget.
 - v. Becoming familiarized with Engineering Society governing documents.
 - vi. Assisting Executive and Directors during the summer months.
 - vii. Aid conferences, clubs, event committees, design teams, and society officers over the summer months.
 - viii. Review the budgets and strategic plans of student groups that fall outside of the portfolios of the other Executive members.

B. SUMMER EXECUTIVE POSITIONS

Preamble: This policy is intended to provide a guideline for the activities of the Summer Executive for the summer months. The policy covers accountability, compensation, and planning issues.

B.1 Planning and Documentation

B.1.1 Each Executive member shall create a Summer Plan to be presented and voted upon by council. The summer plan will outline the goals and projects that the Executive member wishes to complete during their sixteen (16) weeks of employment over the summer

- a. Two main resources shall be used to create the Summer Plan for each Executive Member, they are:
 - i. The transition report of the past Executive Member, which shall include suggestions relating to the Summer Plan.
 - ii. A Summer Proposal, prepared by each Executive member, created through consultation with the EngSoc Executive and any other relevant parties.
- b. The Summer Plan shall be presented to council, for approval, no later than the final meeting of EngSoc Council before summer recess.
- c. The Vice President (Operations) shall additionally submit their Summer Plan to the Advisory Board for feedback.

B.1.2 The Summer Plan presented by each Executive Member shall include the following:

- a. A list of projects with included time estimates that will justify the sixteen (16) week salary received by the Executive member.
- i. A detailed description of each project with a time estimate, including its general process and benefit to the Society.

B.1.3 The regular summer tasks for each Executive member are found on the EngSoc website, and in the respective transition manuals.

B.1.4 The Summer Plan Goal List shall form the basis for Executive goals for the upcoming year. Within the summer plan it shall form the basis for the actions of the Executive member required to achieve these goals.

B.2 Accountability and Progress Reporting

B.2.1 The Executive is accountable to the EngSoc Council for the duration of the summer.

B.2.2 It is the responsibility of the Summer Executive as a whole to submit periodic updates to council, as well as posting them on the EngSoc website, informing the public of their progress.

B.2.3 It is the responsibility of EngSoc Council members to bring to the attention of Council any concerns they may have regarding actions of the Executive member in the summer term.

B.2.4 Deviations from the Summer Plan.

- a. The Executive member may deviate from the Summer Plan, however, if considerable changes have been made, they must notify council in writing.
- b. Considerable changes are defined as those that would:
 - i. alter the intent of any goals set by the Executive member contradict proposals in the Summer Plan.
 - ii. eliminate items from the Summer Task List

B.2.5 Reporting

- a. The Report on the Summer Term must be made by the second fall council meeting. This shall be a brief document summarizing the summer activities in terms of success and failures, noting any minor deviations or additions made to the plan.
- b. The Executive member shall post a monthly report to the EngSoc website or Facebook page of their activities and submit a monthly update to Council.

B.2.6 Compensation:

- a. All Summer Executive members shall be remunerated according to the following:
 - i. The hourly wage shall be set at \$26.00 for the year 2023 and compounded annually by the Canadian Government regulated Consumer Price Index (CPI) for subsequent years.
 - ii. Each Summer Executive shall be eligible to receive, at the discretion of Council, an honorarium with the value worth three weeks of pay.
- b. The Summer Executive salaries must be approved by Council every March, and the rate of pay shall be reviewed by the outgoing Executive a minimum of once every three (3) years. Any changes to these salaries must be approved by Council.

C. DIRECTORS

C.1 Director of Academics

(Ref. By-Law 8.B.1)

C.1.1 The Director of Academics shall be the main point of contact for matters relating to the BED Fund, and general academic advocacy in the Society.

C.1.2 The Director of Academics shall report to the President.

C.1.3 The Director of Academics shall be responsible for oversight of the following:

- a. The BED Fund Management Team including:
 - i. The BED Fund Head Manager (Ref. 1.A)
 - ii. BED Fund Discipline Representative Coordinator
 - iii. BED Fund Marketing and Outreach Coordinator
- b. The Academic Officer (Formerly Feedback Officer & Caucus Coordinator).
- c. The Discipline Clubs (Ref. By-Law 6)

C.1.4 The specific duties of the Director of Academics are as follows:

- a. Sitting as an ex-officio voting member of the BED Fund Board as defined in By-Law 16.B.1.
- b. Referring students to academic resources in the Faculty of Engineering and Applied Science when requested.
- c. Providing academic resources to students.
- d. To sit on the Engineering and Science Library Advisory Committee
- e. Assisting in any academic related events run by the Engineering Society or the Faculty of Engineering and Applied Science where applicable.
- f. Performing any budgetary planning necessary in the portfolio.

C.1.5 The Director of Academics shall submit a transition report by the end of Week 8 of the second semester (Ref. γ.E.3)

C.2 Director of External Relations

(Ref. By-Law 8.B.2)

C.2.1 The Director of External Relations shall act to maintain relationships between Queen's EngSoc and external bodies, with a focus on the local

Kingston community and other engineering bodies. It shall be a primary focus of the Director to give back to our host community and enhancing the reputation of Queen's engineering students.

C.2.2 The Director of External Relations shall report to the President.

C.2.3 The Director of External Relations shall be responsible for oversight of the following:

- a. The Fix N' Clean Coordinator(s)
- b. The External Communications Committee (ex-officio, chair)
- c. Any delegates attending ESSCO or CFES hosted external conferences.
- d. The Outreach Team, consisting of:
 - i. The Outreach Team Head Manager, who shall be responsible for the overall operations of the Outreach Team, including but not limited to:
 1. Finances of the Team
 2. Organizing charitable events
 3. Hiring and oversight of the Outreach Team Assistant Managers and general members
 - ii. The Assistant Manager of Community Outreach, who shall be responsible for oversight of community initiatives and running events involving the Kingston community.
 - iii. The Assistant Manager of Campus Outreach, who shall be responsible for campus initiatives, run events involving Queen's students from other faculties and oversee communication with student governments including but not limited to:
 1. Arts and Science Undergraduate Society (ASUS)
 2. The Commerce Society (ComSoc)
 3. Nursing Science Society (NSS)
 4. Computing Students' Association (COMPSA)
 5. Concurrent Education Students' Association (CESA)
 6. Physical Health Education & Kinesiology Student Association (PHEKSA)

C.2.4 The specific duties of the Director of External Relations are as follows:

- a. Facilitating opportunities for members of the Engineering Society to volunteer and/or give back in the Kingston community.
- b. Oversight of Society events with an outreach focus in the Kingston community.

- c. Encouraging a culture of philanthropy and volunteerism among members of the Engineering Society.
- d. Providing support for affiliated clubs and groups with an outreach focus, be that locally or otherwise.
- e. To act as a liaison between EngSoc and community groups.
- f. To act as liaison between EngSoc and external organizations including but not limited to:
 - i. Canadian Federation of Engineering Students (CFES)
 - ii. Engineering Student Societies' Council of Ontario (ESSCO)
 - iii. Ontario Society of Professional Engineers (OSPE)
 - iv. Professional Engineers of Ontario (PEO)
 - v. Engineers Canada
 - vi. Other Queen's Faculty Societies
- g. To actively inform students about external groups and organizations.
- h. To provide a link to external organizations for internal Engineering Society organizations, for the purposes of promoting opportunities to the greater engineering community.
- i. To attend conferences, events, and meetings of external organizations as the head representative of the Engineering Society that are deemed to be of benefit for the Society.
- j. To monitor the online resources of CFES and other relevant affiliated groups and participate on behalf of the Engineering Society in discussions.
- k. All duties listed under *The ESSCO Council* section of the ESSCO Policy Manual.
- l. To hire delegates for ESSCO and CFES conferences, complete delegate training, gather post-conference report forms and presenting conference findings to Council as outlined in *Policy Manual μ.C.*
- m. To oversee the bidding, creation of the Organizing Committee and execution of Queen's hosted ESSCO and CFES conferences and competitions, when necessary, as outlined in *Policy Manual μ.B.4.*
- n. To seek approval from the Engineering Society President in matters affecting the reputation of the Engineering Society.
- o. Performing any budgetary planning necessary in the portfolio.

C.2.5 The Director of External Relations shall submit a transition report by the end of Week 8 of the second semester (*Ref. γ.G.3.*).

C.3 Director of First Year

(*Ref. By-Law 8.B.3*)

C.3.1 The Director of First Year shall be responsible for facilitating the relationship between the First Year Class and the Engineering Society. The Director of First Year shall additionally work to enhance the First Year experience through academic support and first year events.

C.3.2 The Director of First Year shall report to the President.

C.3.3 The Director of First Year shall be responsible for oversight of the following:

- a. The First Year Project Coordinator Manager (FYPCOM)
 - i. The FYPCOM shall run the First Year Project Coordinator (FYPCO) program.
 - ii. The FYPCO program shall appoint first year students to an upper-year mentor that holds a position within the Engineering Society.
 - iii. The mentor shall provide their FYPCO with a project that allows them to enhance their soft and technical skills, while allowing them to learn about the Engineering Society.
 - iv. The FYPCOM shall extend the offer to have a FYPCO to primarily the Executive-Director team but may decide to offer the opportunity to other positions.
 - v. The FYPCOM may, in consultation with the Director of First Year, deny the request for a FYPCO from any position at any time.
- b. The Events Manager
 - i. The Events Manager shall assist in the coordination of workshops and events to help First Years get involved with the Engineering Society (e.g. Jacket Council).
- c. The Communications Manager
 - i. The Communications Manager shall assist in the coordination of marketing to help First Years get involved with the Engineering Society.
- d. The International Representative
 - i. The International Representative shall work to be a resource to international students and engage them in the Engineering Society.

ii. The International Representative shall be a member of the Equity Team

e. The Initiatives Manager

i. The Initiatives Manager shall assist in the coordination of smaller events, initiatives, and activities to help First Years get involved with the Engineering Society

C.3.4 The specific duties of the Director of First Year are as follows:

a. To provide advice and information to the First Year Executive without interference in the autonomy of that Executive.

b. The Director shall not provide information or advice to the First Year Executive unless so solicited by the First Year Executive.

c. To serve as a direct liaison between the First Year Class and the Engineering Society Executive and Directors.

d. To coordinate efforts to involve the First Year Class in Engineering Society programs and services.

e. To convey logistical information to the First Year Class and advise on Engineering Society resources, as well as Faculty and University services.

f. To promote the Engineering Society as a direct part of the First Year engineering experience.

g. To be available to first years in order to gather individual concerns and act on their behalf.

h. To publicize the Engineering Society and involvement opportunities to the First Year Class and make them aware of its policies, structure, services and organizations.

i. To meet with the APSC First Year Program Lead to obtain updates on the first year academic program and to address students' concerns when necessary.

j. To create and develop initiatives which enhance the academic and extracurricular education of First Years.

k. To send out a weekly email to the First Year Class.

l. To complete all budgetary planning necessary in the portfolio

C.3.5 The Director of First Year shall submit a transition report by the end of Week 8 of the second semester (*Ref. Policy γ.G.3*).

C.4 Director of Professional Development

(*Ref. By-Law 8.B.4*)

C.4.1 The Director of Professional Development shall coordinate all EngSoc activities associated with career advancement and connecting current students to alumni and the industry.

C.4.2 The Director of Professional Development shall report to the President.

C.4.3 The Director of Professional Development shall be responsible for oversight of the following:

- a. The Chair of Alumni Relations
 - i. The Chair of Alumni Relations shall be in charge of improving and facilitating alumni connection, and oversight of the Alumni Relations Committee.
- b. The Chair of the Alumni Networking Summit
 - i. The Chair of the Alumni Networking Summit shall be in charge of executing and planning the Alumni Networking Summit, and oversight of the Alumni Networking Summit Committee.
- c. The Chair of Industry Relations
 - i. The Chair of Industry Relations shall be in charge of improving and facilitating industry connections, and oversight of the Industry Relations Committee.
- d. The PD Workshops Chair
 - i. The PD Workshops Chair shall be in charge of providing skill-development opportunities to students, and oversight of the Workshops Committee.
- e. The PD Marketing Chair
 - i. The PD Marketing Chair shall work with the other chairs to communicate upcoming events and PD resources to students, and oversight of the PD Marketing Committee

C.4.4 The specific duties of the Director of Professional Development are as follows:

- a. To oversee professional development programs including but not limited to:
 - i. Resume programs
 - ii. Mock interviews
 - iii. Cover letter workshops
 - iv. A summer employment event

- b. To act as a resource, focusing on career development and preparation for undergraduate engineers.
- c. To compose and distribute the PD Connects newsletter to engineering students weekly.
- d. To communicate with the industry through the preparation and forwarding of promotional material relating to the operations of EngSoc and appropriate groups and services.
- e. To coordinate corporate hosting including the organization of corporate information sessions and industry tours.
- f. To promote the concept of interaction between students and industry on campus.
- g. To act as a resource for affiliated groups to connect with potential sponsors.
- h. To act as a liaison between EngSoc and:
 - i. Queen's University Career Services
 - ii. Queen's Undergraduate Internship Program (QUIP)
 - iii. Queen's University FEAS Office of Advancement
 - iv. Queen's University FEAS Corporate Relations
 - v. Professional Engineers of Ontario (PEO)
 - vi. Ontario Society of Professional Engineers (OSPE)
 - vii. Engineers Canada
- i. To perform all budgetary planning necessary in the portfolio.

The Director of Professional Development shall submit a transition report by the end of Week 8 of the second semester (*Ref. Policy γ.G.3*).

C.5 Director of Clubs and Conferences

(*Ref. By-Law 8.B.5*)

C.5.1 The Director of Clubs and Conferences shall act as a resource and support all Engineering Society ratified clubs and conferences.

C.5.2 The Director of Clubs and Conferences shall report to the Vice President (Student Affairs).

C.5.3 The Director of Clubs and Conferences shall be responsible for oversight of the following:

- a. All clubs listed in *By-Law 10.C*.
- b. All conferences and competitions listed in *By-Law 10.B*.

- c. The Clubs Officer
- d. The Conferences Officer

C.5.4 The specific duties of the Director of Clubs and Conferences are as follows:

- a. To oversee and provide resources to the committee heads of conferences, competitions, and clubs.
- b. To provide advocacies for all clubs and conferences
- c. To provide support and guidance to new clubs or conferences seeking ratification under the Engineering Society.
- d. To maintain all club charters in their files and review any changes.
- e. To plan and execute a Clubs and Conferences Fair.
- f. To perform all duties for hosted conferences outlined in *Policy μ.B.4*.
- g. To host roundtables for clubs.
- h. To perform all budgetary planning necessary in the portfolio.

C.5.5 The Director of Clubs and Conferences shall submit a transition report by the end of Week 8 of the second semester (*Ref. Policy γ.G.3*).

C.6 Director of Communications

(*Ref. By-Law 8.B.6*)

C.6.1 The Director of Communications shall oversee all communications within the Engineering Society.

C.6.2 The Director of Communications shall report to the Vice President (Student Affairs).

C.6.3 The Director of Communications shall be responsible for oversight of the following:

- a. The Communications Team, including but not limited to:
 - i. The Photography Manager(s) and Photography Team
 - ii. The Videography Manager(s) and Videography Team
 - iii. The Graphic Design Manager(s)
 - iv. The Social Media Manager(s)
 - v. The Marketing Team overseen by the Graphic Design and Social Media Managers
- b. The Orientation Week Media Team, including but not limited to:
 - i. Manager(s) and Media Team

C.6.4 The specific duties of the Director of Communications are as follows:

- a. Manage the complementary Communications Media and Marketing Services for the Society.
- b. Act as a liaison between the Society and external media outlets.
- c. Maintain the EngSoc Visual Identity and provide training for branding implementation.
- d. Oversees the coordination of projects and the delegation of work for the Communications Team.
- e. Organizing training on camera equipment and design software(s).
- f. Maintaining and overseeing the communications equipment locker.
- g. Managing the content of the EngSoc website and social media accounts.
- h. Maintaining Society Media Archives
- i. Composing the weekly AllEng Newsletter and supporting mass email requests from the Society.
- j. Ensuring that EngSoc Council meetings are livestreamed.
- k. Managing the attribution of the Adobe licenses for the Society
- l. Managing the Society's Tea Room television in the ILC.
- m. Assisting and acting as an ex-officio member of the Elections Committee for marketing during the General Elections and Awards' Season.
- n. To perform all budgetary planning necessary in the portfolio.

C.6.5 The Director of Communications shall submit a transition report by the end of Week 8 of the second semester (*Ref. γ.G.3*).

C.7 Director of Design

(*Ref. By-Law 8.B.7*)

C.7.1 The Director of Design shall be the main point of contact for resources and advocacy for all EngSoc ratified Design Teams and design-related clubs.

C.7.2 The Director of Design shall report to the Vice President (Student Affairs).

C.7.3 The Director of Design shall be responsible for oversight of the following:

- a. The Design Committee
 - i. The Deputy of Design

1. The Deputy of Design shall work closely with the Director of Design to facilitate communications with teams and undertake projects to improve the development and security of Design Groups.

- ii. Design Outreach Coordinator

1. The Design Outreach Coordinator shall be responsible for raising awareness of Design Groups and garnering excitement for upcoming events through the use of social media and other means to reach students.

- iii. Design Logistics Coordinator

1. The Design Logistics Coordinator shall be responsible for the long-term planning of events including, but not limited to: Design Team Showcase, Design Team Open House, and Design Team Appreciation Nights.

- b. Design Team Captains and their respective members (*Ref. By-Law 10.D.1*).

- c. Design Club Captains and their respective members (*Ref. By-Law 10.D.2*).

C.7.4 The specific duties of the Director of Design are as follows:

- a. Organizing and facilitating Design Team round tables at least three (3) times per year.

- b. Advocating for design teams and clubs to the Engineering Society Executive.

- c. Meeting regularly with the design teams and clubs to monitor progress.

- d. Meeting with the ILC Building Manager to assist with space management, as well as managing Stewardship Agreements.

- e. Connecting with resources administered through the Society such as but not limited to:

- i. Financial services through the Director of Finance

- ii. IT services through the Director of Information Technology

- iii. Marketing services through the Director of Communications

- f. Facilitating design bay space allocation every two (2) years (*Ref. κ.B.10*).

- g. Facilitating the ratification, re-ratification, and de-ratification of design teams and clubs (*Ref. κ.B*).

h. Planning and executing the Design Team Open House, Design Team Appreciation Nights, and Design Team Showcase.

i. Collecting and reviewing quarterly reports from design teams and design clubs.

j. Performing any budgetary planning necessary in the portfolio.

C.7.5 The Director of Design shall submit a transition report by the end of Week 8 of the second semester (*Ref. γ.G.3*).

C.8 Director of Governance

(*Ref. By-Law 8.B.8*)

C.8.1 The Director of Governance shall oversee the procedure and protocol of the Society.

C.8.2 The Director of Governance shall report to the Vice President (Student Affairs).

C.8.3 The Director of Governance shall be responsible for oversight of the following:

a. The Elections Committee, consisting of:

i. The Chief Returning Officer (CRO)

ii. The Deputy Returning Officer (DRO)

iii. The Chief Electoral Officer (CEO) (*Ref. By-Law 3.A*)

b. The Society Officer(s)

C.8.4 The specific duties of the Director of Governance are as follows:

a. Maintaining consistent mechanics and smooth operation of Council.

b. Running elections arising in Council including, but not limited to, those of Speaker, Deputy Speaker, and Permanent Year Exec.

c. Being present at Council meetings and acting as an objective resource for the EngSoc Speaker.

d. Compiling and publicizing the agenda of upcoming Council meetings following the procedure outlined in *By-Law 2.A*.

e. Acting as an ex-officio advisory member of the Elections Committee for Society elections and assisting in carrying out said elections, as seen in *By-Law 3.A*.

f. Being the Policy master for the Society Officer(s) and EngSoc.

g. Ensuring the accuracy and integrity of the EngSoc archives by sending information to campus archives whenever necessary.

- h. Assisting with proposed changes to the current Constitution, By-Law, and Policy Manual to be implemented by Council in conjunction with the EngSoc Review Board.
- i. Acting as the Chair, soliciting nominations, and selecting candidates for the Awards Committee, in accordance with *By-Law 17.A.2*.
 - i. Liaising with the Faculty Office with respect to Society Awards.
 - ii. Holding meetings of the Awards Committee as necessary.
- j. Facilitating Year Exec elections in conjunction with outgoing Year Exec following the guidelines outlined in *By-Law 3.D*.
- k. Assisting the Director of Academics in running Discipline Club Elections when necessary (*Ref. By-Law 3.C*).
- l. To perform all budgetary planning necessary in the portfolio.

C.8.5 The Director of Governance shall submit a transition report by the end of Week 8 of the second semester (*Ref. Policy γ.G.3*).

C.9 Director of Equity and Advocacy

(*Ref. By-Law 8.B.9*)

C.9.1 The Director of Equity and Advocacy shall be the main point of contact for resources and advocacy for individuals or groups within the Engineering Society for matters that relate to equity, diversity, inclusion, indigeneity, accessibility, and sustainability.

C.9.2 The Director of Equity and Advocacy shall report to the Vice President (Student Affairs).

C.9.3 The Director of Equity and Advocacy shall be responsible for oversight of the following:

- a. The Equity Committee, which includes:
 - i. Chair(s) of the Equity Committee
 - ii. Accessibility Advocate
 - iii. Resource Coordinator
 - iv. Four (4) Equity Deputies
 - v. Director of Human Resources (ex-officio)
 - vi. General Members
- b. Sustainability Committee, which includes:
 - i. Sustainability Chair
 - ii. General Members

c. Bursary Committee Chair which shall be hired with two executive members.

i. Bursary Committee general members to be elected at Council.

C.9.4 The specific duties of the Director of Equity and Advocacy are as follows:

- a. Acting as an ex-officio co-chair of the Equity Committee.
- b. Acting as an ex-officio co-chair of the Bursary Committee.
- c. Acting as an ex-officio co-chair of the Sustainability Committee.
- d. Acting as a non-voting and an ex-officio member of the Advisory Board.
- e. To liaise with other Faculty Societies and the Alma Mater Society on social issues and best practices by attending Equity Caucus.
- f. To act as a support to all undergraduate engineering students, focusing on resolving any social issues which may arise and providing resources or directing these students to appropriate personnel.
- g. To promote recognition and inclusivity for the many diverse groups among undergraduate engineering students.
- h. To administer equity training at least one (1) time per year alongside the Director of Human Resources.
- i. To perform all budgetary planning necessary in the portfolio.

C.9.5 The Director of Equity and Advocacy shall submit a transition report by the end of Week 8 of the second semester (*Ref. γ.G.3.*).

C.10 Director of Student Life

(*Ref. By-Law 8.B.10*)

C.10.1 The Director of Student Life shall be responsible for the supervision of all internally funded events and programs of the Society.

C.10.2 The Director of Student Life shall report to the Vice President (Student Affairs).

C.10.3 The Director of Student Life shall be responsible for oversight of the following:

- a. Year Executives
- b. Events Committee
 - i. Events Logistics Manager
 - ii. Events Outreach Manager

iii. Events Advertising Manager

iv. Events Sustainability and Finance Manager

C.10.4 The specific duties of the Director of Student Life are as follows:

- a. To act as a resource and support for the Engineering Society and its affiliated groups in event planning logistics, budgeting, and regulations.
- b. Planning and execution of the Engineering Society's and Dean's Reception
- c. To communicate regularly with Events Committee for Terry Fox Run, Movember and December 6th Memorial.
- d. To oversee the financial activities of event planning groups in conjunction with the relevant Finance Officers.
- e. To inform Council of the activities and concerns of EngSoc event planning groups.
- f. To act as a resource and provide support to affiliated groups regarding event planning and budgeting.
- g. To implement personal and platform projects and initiatives which will improve the general welfare of Society events.
- h. To represent the Society when planning events in conjunction with the Faculty such as Fall term and March Break Open Houses.
- i. To liaise with the AMS Campus Affairs Commissioner.
- j. To perform all budgetary planning necessary in the portfolio.
- k. Liaising with each Year Executive; this includes convening regular meetings of the Year Presidents' Caucus.

C.10.5 The Director of Student Life shall submit a transition report by the end of Week 8 in the second semester (*Ref. Policy γ.G.3*).

C.11 Director of Educational Services

(*Ref. By-Law 8.B.11*)

C.11.1 The Director of Educational Services shall be responsible for overseeing the management and operations of the following services of the Engineering Society as outlined in *Policy η*:

- a. Science Quest
- b. EngLinks
- c. iCons

C.11.2 The Director of Educational Services shall report to the Vice President (Operations).

C.11.3 The Director of Educational Services shall be responsible for oversight of the following:

- a. The services listed in C.12.1
- b. The Educational Services Deputy, who shall be responsible for the following:
 - i. Ensuring positive business relationships between services managers and their staff through feedback.
 - ii. Facilitating at least semi-annual meetings with service assistant managers.
 - iii. Gathering customer feedback.
 - iv. Gathering general staff feedback and reporting all findings to the Director of Human Resources.
 - v. Bringing any issues or complaints within the services to the Director of Educational Services and the Director of Human Resources.

C.11.4 The specific duties of the Director of Educational Services are as follows:

- a. To ensure that all service employees of the Engineering Society are properly trained, tracked, and comfortable during their employment with the help of the Educational Services Deputy.
- b. To meet regularly with the service managers, to act as an information source, to encourage and assist the initiatives of the management, and to monitor the progress of their goals.
- c. To mediate problems that exist between staff and management.
- d. To review actuals, margins, and profits for each service with the Vice President (Operations).
- e. To update and maintain a database of service interview questions for both management and staff positions for each service.
- f. To coordinate hiring and advertising for all service manager positions.
- g. To assist head managers with the hiring of assistant managers and staff during their hiring period.
- h. To oversee a training session for all service staff outlining the role of the Engineering Society as it relates to service staff including but not limited to:

- i. The roles of the Director of Educational Services, the Educational Services Deputy, and the Vice President (Operations)
- ii. The Staff Chat system
- iii. How to file a complaint or grievance
- i. To be a reference for the creation of contracts for each service manager and staff.
- j. To collect the names and positions of all service managers for the year and create a dossier for each which includes:
 - i. Updated contact information
 - ii. Results of any manager/staff reviews and evaluations that have been completed.
 - iii. Records of any formal complaints/grievances made by or against the individual and any follow-up on the claim.
- k. To act as a mediator of any complaints made to the Director of Human Resources between staff and staff or management members.
- l. To assist with any staff and/or management rehiring that occurs throughout the year.
- m. Collecting and reviewing all manager transition reports.
- n. Mediating any internally or externally originating conflicts or complaints between staff and management as well as management and the Engineering Society, as outlined in *Policy Manual η.D.2*
- o. To perform all budgetary planning necessary in the portfolio.
- p. Overseeing the implementation of the Joint Health and Safety Committee as outlined in Policy η.O.1.

C.11.5 The Director of Educational Services shall submit a transition report by the end of Week 8 of the second semester (*Ref. Policy γ.G.3*).

C.12 Director of Retail Services

(*Ref. By-Law 8.B.12*)

C.12.1 The Director of Retail Services shall be responsible for overseeing the management and operations of the following services of the Engineering Society outlined in *Policy Manual η*:

- a. Campus Equipment Outfitters (CEO) (*Ref. Policy η.E*)
- b. Golden Words (*Ref. Policy η.G*)
- c. Clark Hall Pub (*Ref. Policy η.H*)

d. The Tea Room (*Ref. Policy η.I*)

C.12.2 The Director of Retail Services shall report to the Vice President (Operations).

C.12.3 The Director of Retail Services shall be responsible for oversight of the following:

- a. The services listed in C.12.1
- b. The Retail Services Deputy, who shall be responsible for the following:
 - i. Ensuring positive business relationships between services managers and their staff through feedback.
 - ii. Facilitating meetings at least once a year with service assistant managers.
 - iii. Gathering customer feedback.
 - iv. Gathering general staff feedback in collaboration with the Director of Human Resources.
 - v. Bringing any issues or complaints within the services to the Director of Retail Services and the Director of Human Resources.

C.12.4 The specific duties of the Director of Retail Services are as follows:

- a. To ensure that all service employees of the Engineering Society are properly trained, tracked, and comfortable during their employment with the help of the Retail Services Deputy.
- b. To meet regularly with the service managers, to act as an information source, to encourage and assist the initiatives of the management, and to monitor the progress of their goals.
- c. To mediate problems that exist between staff and management.
- d. To review actuals, margins, and profits for each service with the Vice President (Operations).
- e. To update and maintain a database of service interview questions for both management and staff positions for each service.
- f. To coordinate hiring and advertising for all service manager positions.
- g. To assist head managers with the hiring of assistant managers and staff during their hiring period.
- h. To oversee the planning of training sessions for all service staff outlining the role of the Engineering Society as it relates to service staff including but not limited to:

- i. The roles of the Director of Retail Services and the Vice President (Operations)
- ii. The Staff Chat system
- iii. How to file a complaint or grievance
- i. To collect the names and positions of all service managers for the year and create a dossier for each which includes:
 - i. Updated contact information
 - ii. Results of any manager/staff reviews and evaluations that have been completed
 - iii. Records of any formal complaints/grievances made by or against the individual and any follow-up on the claim
- j. To act as a mediator of any complaints made to the Director of Human Resources between staff and staff or management members.
- k. To assist with any staff and/or management rehiring that occurs throughout the year.
- l. Collecting and reviewing all manager transition reports.
- m. Mediating any internally or externally originating conflicts or complaints between staff and management as well as management and the Engineering Society, as outlined in *Policy Manual η.D.2*.
- n. To perform all budgetary planning necessary in the portfolio.
- o. Overseeing the implementation of the Joint Health and Safety Committee as outlined in Policy η.O.1.

C.12.5 The Director of Retail Services shall submit a transition report by the end of Week 8 of the second semester (*Ref. Policy γ.G.3*).

C.13 Director of Finance

(*Ref. By-Law 8.B.13*)

C.13.1 The Director of Finance shall be responsible for the short-term financial operations of the Society as outlined in *Policy θ* of the Policy Manual.

C.13.2 The Director of Finance shall report to the Vice President (Finance & Administration).

C.13.3 The Director of Finance shall be responsible for oversight of the following:

- a. The Finance Officer(s), who shall be responsible for:

- i. Supporting management of transactions through the Bank of EngSoc including reimbursements, invoices, credit cards, and deposits.
- ii. Working for a minimum of 2 hours per week.

C.13.4 The specific duties of the Director of Finance are as follows:

- a. To ensure that the finances of the Society are correctly set up and maintained throughout the year in Quickbooks in collaboration with the bookkeeper.
- b. To present the EngSoc Operating Annual Budget to Council in consultation with the Vice President (Finance & Administration).
- c. To act as a resource for all Engineering Society members for financial matters.
- d. To hold finance training for all affiliated groups that bank with the Engineering Society at least once per year.
- e. To facilitate the approval of budgets of affiliated groups that bank with EngSoc.
- f. To ensure the EngSoc budget is being updated as often as possible and to provide summary sheets to the Vice President (Finance & Administration) when requested.
- g. To keep track of bank location, signing authority, and account information for all groups within the Engineering Society, even if they do not bank with EngSoc.
- h. To facilitate the use of the cash box and POS machine by affiliated groups.
- i. To support any relevant affiliated groups in their application for Dean's Donation (*Ref. 0.C.3*).
- j. To facilitate debt repayment plans and debt classification (*Ref. 0.C.4*).
- k. To reconcile bank statements and ensure that all bills are paid on time.
 - i. This includes reviewing and verifying all transactions on each financial statement with Queen's Financial Services.
- l. Reimbursement requests shall be submitted by those groups within the Bank of EngSoc as outlined in section 0. B of the Policy Manual.
 - i. The requests shall be processed and approved by the Director of Finance and Finance Officer(s)
 - ii. Cheque requisitions shall be sent to the bookkeeper on a weekly basis

- iii. The cheques are then to be processed and left in the appropriate area for two of the Executive to sign
- m. To deposit the funds of the Society in the bank on a regular basis as outlined in 9 of the Policy Manual.
 - i. All funds deposited in the EngSoc safe will be recorded in a month end that is filled out by the Director of Finance and reviewed by the Vice President (Finance & Administration).
- n. To provide invoices to the services each month and ensure that all payments are made on time.
 - i. The Vice President (Operations) and Vice President (Finance & Administration) will be informed of any late payment and how many days it is late.
- o. To fill out HST remittance forms as required.
- p. To perform all budgetary planning necessary in the portfolio.

C.13.5 The Director of Finance shall submit a transition report by the end of Week 8 of the second semester (*Ref. γ.G.3*).

C.14 Director of Human Resources

(*Ref. By-Law 8.B.14*)

C.14.1 The Director of Human Resources shall be the main point of contact for hiring, training, engagement, feedback, and performance reviews of both volunteer and hired positions in the Society.

C.14.2 The Director of Human Resources shall report to the Vice President (Finance & Administration).

C.14.3 The Director of Human Resources shall be responsible for the following:

- a. The Human Resources Deputy(s)

C.14.4 The specific duties of the Director of Human Resources are as follows:

- a. Delivering hiring training to EngSoc volunteers and staff who will be sitting on hiring panels once per academic year.
- b. Delivering training related to general EngSoc information and management to all Engineering Society staff and volunteers once per work term.
- c. Overseeing all hiring activities through Breezy including:
 - i. Approval of postings and written questions in accordance with hiring policy (*Ref. γ*).

- ii. Ensuring status of postings are up to date.
- d. Enforcement of hiring policy and the hiring processes outlined in [γ](#).
- e. Working with the Director of Equity and Advocacy to deliver EDIIAS training to all Engineering Society staff and volunteers at least once per year.
- f. Working with the Human Resource Deputy(s) to plan and execute the Fall and Winter hiring fairs, as well as exploring new ways of reaching students who have not previously held positions in the Engineering Society.
- g. Working with the Human Resource Deputy(s) to collect feedback on how the Engineering Society should be improved to cater more to the student body.
- h. Organize and store hiring notes.
- i. Administering Staff Chats when required to EngSoc Service managers, staff, and volunteer positions as listed below but not limited to:
 - i. Science Quest
 - ii. TeaRoom
 - iii. Clark Hall Pub
 - iv. Campus Equipment Outfitters
 - v. Golden Words
 - vi. iCons
 - vii. EngLinks
 - viii. Orientation Chair
 - ix. Chief FREC
 - x. Science Formal Convener & Chairs
- j. Facilitate Staff Chats for the Executive and Directors through the Chair of the Engineering Review Board.
- k. Submit compiled reports of the service-related Staff Chats to the Director of Retail Services or Director of Educational Services for implementation within the services.
- l. Submit compiled reports from the Staff Chats of volunteer positions to the respective Executive or Director managing the volunteer position for implementation.
- m. Submit any major volunteer complaints to the Engineering Review Board with the consent of the complainant.

n. Acting as an ex-officio, non-voting member of the Engineering Review Board.

o. Acting as an ex-officio member of the Equity Committee.

p. Perform any budgetary planning necessary in the portfolio.

C.14.5 The Director of Human Resources shall submit a transition report by the end of Week 8 of the second semester (*Ref. γ.G.3*).

C.15 Director of Information Technology

(*Ref. By-Law 8.B.15*)

C.15.1 The Director of Information Technology is responsible for the oversight of all technological aspects of Engineering Society operations. The Director of Information Technology should have experience with IT.

C.15.2 The Director of Information Technology shall report to the Vice President (Finance & Administration).

C.15.3 The Director of Information Technology shall be responsible for oversight of the following:

a. The IT Operations Manager and IT Operations Team General Members (*Ref. λ.A.2*)

b. The ESSDev Manager and ESSDev Team General Members (*Ref. λ.A.3*)

C.15.4 The specific duties of the Director of Information Technology are as follows:

a. To supervise the IT Operations Team and the Engineering Society Software Development Team.

b. Managing the Engineering Society's cloud architecture to provide services including but not limited to web hosting, e-mail, and file storage services.

c. Maintaining the Engineering Society's workstations for use by the Engineering Society's Executive, Directors, and Officers.

d. Protecting the integrity and security of EngSoc's data, through appropriate archival and security policies (*Ref. By-Law 20 and 21*).

e. Working with the Engineering Society's services, clubs, groups, and design teams to ensure effective and efficient use of shared and private IT resources.

f. Keeping a full inventory of the Society's physical IT assets, including purchase dates and warranty information.

- g. Compiling and maintaining complete documentation for all aspects of the Society's IT infrastructure.
- h. Coordinating projects within the IT department.
- i. Delegating work to the appropriate positions of the IT department.
- j. To perform all budgetary planning necessary in the portfolio.

C.15.5 The Director of Information Technology shall submit a transition report by the end of Week 8 of the second semester (*Ref. γ.G.3*).

C.16 Director of Internal Processes

(*Ref. By-Law 8.B.15*)

C.16.1 The Director of Internal Processes shall oversee the administration, management of spaces, and documentation of Engineering Society processes.

C.16.2 The Director of Internal Processes shall report to the Vice President (Finance & Administration).

C.16.3 The Director of Internal Processes shall be responsible for oversight of the following:

- a. The Automation Team

- i. The Automation team shall be responsible for:

- 1. Developing and automating processes within the Society by leveraging the Microsoft Power platform.
 - 2. Providing training in using the systems and processes that are developed.

C.16.4 The specific duties of the Director of Internal Processes are as follows:

- a. Access and management of the Society's physical facilities including:

- i. The Services Space
 - ii. The Clark EngSoc Lounge
 - iii. The ILC EngSoc Offices
 - iv. The Tom Harris Engineering Student Lounge
 - v. Related areas

- b. Identifying efficiency gaps in Society operations.

- c. To organize and run the IMAGINUS poster sale or appoint a designate to fulfill this duty, as long as such a contract exists, two times each year with the assistance of the Arts & Science Undergraduate Society (ASUS).

- d. Facilitating the signing of NDA's, Affiliated Group Contracts, and any other documentation for all Engineering Society groups.
- e. The documentation of all signed contracts for all Engineering Society groups.
- f. To distribute contracts for each service manager to be signed within 4 weeks of manager hiring.
- g. Manage any administrative office tasks for the Engineering Society including but not limited to:
 - i. Office Hour Scheduling and Training
 - ii. Microsoft Office Training
 - iii. Ordering Office Supplies
 - iv. Oversight of the Engineering Society Printer
- h. Supporting the Vice President (Finance & Administration) with additional administrative tasks.
- i. Organizing and chairing the annual Engineering Society Awards Banquet (*Ref. By-Law 17*).
- j. To perform all budgetary planning necessary in the portfolio.

C.16.5 The Director of Internal Processes shall submit a transition report by the end of Week 8 of the second semester (*Ref. γ.G.3.*)

C.17 Director Honorarium

(*Ref. By-Law 8.B.14*)

C.17.1 Each director shall be eligible to receive, at the discretion of Council, an honorarium equal to the value of 75% of one week Executive summer salary referenced in *β.B.2.6a.i*

C.17.2 As per section *γ.G.3.3*, the director will only receive their Honorarium once the Final Transition Report and operational budget actuals, that are updated and relevant, are completed and submitted to the President, Vice President (Finance and Administration), Director of Internal Processes and the Chair of the Engineering Review Board.

γ: Hiring and Transition

Preamble: The Hiring and Transition Policy outlines all appointed positions within the Engineering Society. It includes the hiring processes for all appointed and paid positions, including advertisement for the positions, time frame for the application periods and the procedures for interviewing and notifying the applicants. The policy for dealing with grievances with the hiring processes and dismissing employees is also outlined. The policy sets a fair and systematic hiring process that can be readily followed by all those involved. It provides accountability by clearly defining the duties and responsibilities of each person involved in the hiring process.

A. APPOINTMENTS

A.1 Purpose

A.1.1 Appointments include those made at the start of the Executive and Council term, those made as appointed terms end, special replacement appointments, and Executive appointments.

A.1.2 Appointments are to be performed according to the Engineering Society hiring policy, as seen in Section *B: Hiring Policy*.

A.2 Appointment Types

A.2.1 Executive term appointments are made as the first substantial action by a new Council and its Executive. The positions covered include:

- a. The sixteen (16) Directors as seen in *By-Law 8.A.1*
- b. The Following Officers and Deputies:
 - i. Chief Returning Officer
 - ii. Deputy Returning Officer(s)
 - iii. Finance Officer(s)
 - iv. Human Resource Deputy(s)
 - v. Service Deputy(s)
 - vi. Clubs Officer(s)
 - vii. Conference Officer(s)
 - viii. Society Officer(s)
- c. The six (6) service managers listed below:
 - i. Campus Equipment Outfitters Managers
 - ii. Clark Hall Pub Managers

- iii. Golden Words Editors & Managers
- iv. Head iCon
- v. Tea Room Managers
- vi. EngLinks Managers
- d. The event Chairs/coordinators listed below:
 - i. December 6th Memorial Coordinator
 - ii. Fix N' Clean Coordinator(s)
 - iii. Movember Chair(s)
 - iv. Terry Fox Run Coordinator(s)
- e. The various positions listed below:
 - i. IT Operations Manager
 - ii. ESSDev Manager
 - iii. Advisory Board Secretary
 - iv. BED Fund Head Manager and Managers
 - v. Chair of Alumni Relations
 - vi. Chair of Industry Relations
 - vii. Chair of the Alumni Networking Summit
 - viii. PD Workshops Chair
 - ix. PD Marketing Chair
 - x. Communications Team
 - xi. Outreach Team
 - xii. Engineering Society Review Board
 - xiii. Design Committee
 - xiv. First Year Events Manager
 - xv. First Year Project Coordinator Manager
 - xvi. First Year Communications Manager
 - xvii. International Representative
 - xviii. First Year Initiatives Manager
 - xix. Automation Team
 - xx. BED Fund Management Team
 - xxi. Academic Advocacy Team

A.2.2 Ongoing replacement appointments include all positions that do not transition with the Executive. The positions covered include:

- a. Orientation Chair
- b. Chief FREC
- c. Head(s) of OTIS
- d. Head(s) of Water Team
- e. Conference/Competition (Co)Chair(s)
- f. Science Quest Directors
- g. Science Formal Convener & Chairs

A.2.3 Special replacement appointments occur if an appointed position is vacated. The appointment committee is as described in *B*.

A.2.4 Executive supplement positions occur when the Executive asks Council to appoint an additional member to the Executive. This provision is used to handle a special task within the Executive, such as the temporary replacement of an Executive member. The appointee does not vote on the Executive or Council, unless they are already a voting Council member. The hiring policy is as described in *Section B: Hiring Policy*. Additionally, the Chair of the Engineering Society Review Board is a member of the Hiring committee.

A.2.5 All logistics for these appointments are at the discretion of the committee Chair(s), including the Hiring Committee. Promotion must follow policy outlined in *B*, but is the responsibility of the committee Chair. These appointments include:

- a. All non-elected Club and Design Group positions
- b. Conference/Competition Committees
- c. Equity Committee
- d. Outreach Team
- e. Engineering Society Services Staff
- f. Science Formal Managers
- g. FREC Committee
- h. Movember Committee

A.3 Ratification

A.3.1 The sixteen (16) Directors as seen in *By-Law 8.A.1.a* must be ratified by the Engineering Society Council with a majority vote. Non-engineers must be ratified by a two-thirds majority vote.

B. HIRING POLICY

B.1 General

B.1.1 Unless otherwise outlined within the Engineering Society Constitution or By-Law, the following applies to all appointed positions as stated in the Engineering Society *Policy Manual* γ.A, and all positions which fall under those mentioned therein.

B.1.2 The Engineering Society shall strive to offer paid and volunteer opportunities to as many engineering students as possible, without compromising the general welfare of its operations.

B.1.3 The Engineering Society shall act in full compliance with the Ontario Human Rights Code and the Charter of Rights and Freedoms and thus shall not discriminate between applicants on the grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status, religion, and handicap.

B.1.4 The Engineering Society seeks to provide opportunities for engineering students to develop a wide range of employment skills and experiences. Thus, prior EngSoc experience shall not be a prerequisite for any EngSoc position. However, experience may be a consideration for a hiring committee, notwithstanding the fundamental goal of providing as many opportunities for personal growth to as many different engineering students as possible.

a. An exception shall be made for the Director of IT, who should have experience with IT in an enterprise environment.

B.1.5 All Hiring Committees and Applicants must use EngSoc Breezy, breezy.engsoc.queensu.ca, the online application system, unless otherwise stated in this Policy Manual or with consultation with the Director of Human Resources or Vice President (Finance & Administration).

B.1.6 The Director of Human Resources shall be responsible for the management of the online application system and will have the ability to review postings and applications for inappropriate/irrelevant information.

B.2 Eligibility

B.2.1 Unless otherwise stated in the specific description of a position, or at the discretion of the Chair of the Hiring Committee, a candidate must be a member of the Engineering Society of Queen's University to be eligible to hold an Engineering Society appointed position.

- a. A member of the AMS or SGPS who is not also a member of the Engineering Society may be eligible to hold an Engineering Society position at the discretion of the Chair of the Hiring Committee, though priority should be given to Engineering Society members who fully qualify for a given position.
- b. Service Management Teams shall be undergraduate students of Queen's University, and in any given year be comprised of a minimum of 50% Engineering Society members.

B.2.2 The eligibility and qualifications required for each position must be clearly assessed and advertised in any official posting when recruiting candidates.

B.2.3 Students holding paid summer positions with the Engineering Society must be returning to Queen's University as a part-time or fulltime student and as a member of the Engineering Society or Alma Mater Society, in the ensuing academic year.

- a. Students who have worked in a service for the academic year, but are not returning Engineering Society or AMS members, may be eligible to be hired during the summer months. This decision is subject to the approval of the Vice President (Operations) and will only be made in cases where a service is impeded from fully functioning due to a lack of available or experienced staff and where additional staff are deemed necessary.

B.3 Eligibility of Previous Volunteers and Employees

B.3.1 No student may serve in the same position, excluding service staff (*Ref. B.3.5 for specific limitations*) and larger teams without a defined maximum membership, for more than one term, unless the Hiring Committee decides that none of the other applicants are in any way capable of satisfying the job description, or if there are some other extraordinary circumstances. In the event that an individual re-applies for a position they previously held and is the only applicant, hiring for the position must be re-opened. Should there be no further applicants; the individual may then be rehired.

- a. A specific exception is made for ERB members as defined in *Section ε.B.3.2*
- b. Service managers may be rehired to the same position if the duration of their work period is cut short or the service was non-operational due to severe external circumstances, not related to job performance. Each case will be reviewed and determined by the Vice President (Operations).

B.3.2 No student who has directly or indirectly overseen an appointment may be eligible to hold the position which they oversaw in subsequent years. In the event that there are no applicants for the position, the application shall be extended, and the student having overseen an appointment may apply during the extended application period. However, preference shall be given to a suitable applicant who has not had previous oversight experience for that particular position.

- a. An exception is given to anyone applying for the position of EngLinks tutor, with academic expertise as the highest priority.

B.3.3 A student who has been a Director or Manager of a service shall be eligible to serve as a Manager or Director of a different service/portfolio. However, preference shall be given to a suitable applicant who has not had previous Engineering Society managerial/directorial experience in the services.

B.3.4 If a student wishes, they can appeal policy [Section B.3.1](#) to [B.3.3](#) to the Engineering Society Review Board if they feel that they have sufficient cause to do so. The Engineering Society Review Board's decision on this matter would be final.

B.3.5 The following apply specifically to employees seeking to be rehired to a service position:

- a. Rehires shall be permitted among the services for up to a maximum of 30% of the staff. The rehiring of individuals shall require exceptional past performance and be based on their ability to aid in the training of new employees, provide leadership to new employees, and their level of commitment to the service.
- b. Any service wishing to exceed the 30% limit may request approval to do so from the Vice President (Operations). Exemption from the limit shall only be given if the welfare of the service would be compromised by a failure to retain additional experienced staff. Under no circumstances can the limit exceed 50%.
- c. There shall be no cap on rehires for EngLinks.

B.3.6 A student who has been terminated from or who has left an Engineering Society position for disciplinary reasons, shall not be eligible for any paid positions within the Engineering Society until the conclusion of the academic semester following the semester in which their employment/appointment ended.

B.4 The Hiring Committee

B.4.1 For non-service appointed positions, and unless otherwise specified in *Section B.4.2*, the Hiring Committee shall consist of the direct supervisor(s) and any other Engineering Society member(s) deemed necessary to complete the committee.

- a. The Hiring Committee shall make an effort to have a diverse panel of members currently holding positions relevant to the position being hired.
- b. The Hiring Committee must have at least 3 people.
- c. The Hiring Committee cannot exceed 6 people.
- d. If the direct supervisor for a position is unavailable to sit on the Hiring Committee where the Committee would then be less than 3 people, their supervisor will take their place. In the case that the following is unavailable, this principle will continue up the chain of management until it reaches the Executive, whereas they will be required to fill any empty positions on the Hiring Committee.

B.4.2 The appropriate Hiring Committees for the following positions is specified:

- a. Directors:
 - i. Four (4) members of the Incoming Executive
 - ii. The Engineering Society General Manager
- b. Clark Hall Pub, CEO, Tea Room Head Managers, and Golden Words Editors:
 - i. The Director of Retail Services
 - ii. The Engineering Society General Manager
 - iii. The Vice President (Operations)
 - iv. The President (Optional)
- c. Head Managers of EngLinks, iCons, and Science Quest:
 - i. The Director of Educational Services
 - ii. The Engineering Society General Manager
 - iii. The Vice President (Operations)
 - iv. The President (Optional)
- d. Assistant Managers of Clark Hall Pub, CEO, Tea Room, and Golden Words:
 - i. The Head Manager
 - ii. The Engineering Society General Manager (if necessary)
 - iii. The Director of Retail Services

- iv. The Vice President (Operations)
- e. Assistant Managers of EngLinks, iCons, and Science Quest
 - i. The Head Manager
 - ii. The Engineering Society General Manager (if necessary)
 - iii. The Director of Educational Services
 - iv. The Vice President (Operations)
- f. Service Staff
 - i. The Management Team
 - ii. The Supervising Director (if necessary)
 - iii. The Vice President (Operations) (if necessary)
- g. Engineering Review Board Chair and Deputy Chair
 - i. The President
 - ii. The Vice President (Student Affairs)
 - iii. The Dean of the Faculty of Engineering and Applied Science or a designate
- h. Engineering Review Board Members (*Ref. By-Law 15.B.2*)
 - i. The Board's Incoming Chair
 - ii. The Board's Incoming Deputy Chair
 - iii. The President
 - iv. The Dean of the Faculty of Engineering and Applied Science or a designate

B.4.3 If, due to an extenuating circumstance, the specific Hiring Committee members, as outlined in B.4.2, are unable to sit on the panel at any point during the interview process, a replacement may be chosen by the absent member, with approval from the Director of Human Resources or Vice President (Finance & Administration).

- a. If the absent Hiring Committee member is unreachable for any reason, the remaining members may elect a replacement for the absent member with approval from the Director of Human Resources or the Vice President (Finance & Administration).
- b. In the case of a contactable absent Hiring Committee member, present members may contact the absent member so they may weigh in on the hiring decisions. Any final hiring decisions must be made by present Hiring Committee members.

B.4.4 Each member of the Hiring Committee shall be excluded as a candidate for any position which falls directly under the position for which the interview is being held.

a. Neither the President, Vice President (Operations), the Director of Retail Services, nor Director of Educational Services of the Engineering Society may be employees (either staff or manager) of any service they oversee during their term of office.

i. An exception is made for EngLinks tutors as seen in B.3.2a.

b. Members of the Advisory Board may not be managers of any service during their term of office.

B.4.5 All members of the Hiring Committee shall receive hiring training from the Director of Human Resources or Vice President (Finance & Administration) before any interviews take place.

a. Record of hiring training completion shall be kept by the Director of Human Resources.

b. Hiring training must be completed once per calendar year.

B.4.6 The Hiring Committee shall select a Chair prior to the commencement of the interviews. Unless extenuating circumstances exist, the Chair should be a direct supervisor of the position being hired, or the Executive into whose portfolio the position falls. The Chair's responsibility during the interview is to:

a. Facilitate the interview.

b. Make introductions.

c. Make their position as Chair known to the applicant at the beginning of each interview.

d. Have final say in hiring decisions as outlined in B.10.3.

e. Outline the means of appeal process as seen in B.12.

B.4.7 The Hiring Committee Chair shall remain the same through all interviews.

B.4.8 The same Hiring Committee must interview all applicants for a given position, unless extenuating circumstances occur.

a. An exception is made for positions with more than 50 applicants whereas the Hiring Committee may consist of a rotating panel from a pool of pre-selected Hiring Committee members as described in B.4.1. In this case, the size of any Hiring Committee must remain the same throughout all interviews and not be less than three (3) members. This

section does not apply to any positions with a pre-determined panel as seen in [B.4.2](#).

[B.5](#) Recruitment and Advertising

[B.5.1](#) The Vice President (Finance & Administration) and Director of Human Resources shall have responsibility for establishing the hiring calendar of suggested hiring times.

[B.5.2](#) Each position must be advertised in two (2) consecutive issues of the AllEng Weekly Newsletter.

a. An exception is made for positions advertised during the summer months if the AllEng Weekly Newsletter is inactive.

[B.5.3](#) Each official job position must be made available on breezy.engsoc.queensu.ca for no less than two (2) weeks before they are due.

[B.5.4](#) All postings must be reviewed and approved by the Director of Human Resources, the Vice President (Finance & Administration), or an HR Deputy.

[B.5.5](#) The Vice President (Finance & Administration) or Director of Human Resources may waive requirements [B.5.2](#) and [B.5.3](#) at their discretion.

[B.5.6](#) When advertising the position, the following must be clearly defined:

- a. Eligibility or experience requirements.
- b. Application due dates.
- c. Position Description.
- d. Contact person and information.
- e. Monetary compensation (if applicable).

[B.5.7](#) At the discretion of the Hiring Committee, the deadline for applications may be extended if it is decided that there is an unsatisfactory number of eligible applicants by the original due date. This shall be done in consultation with the Director of Human Resources or the Vice President (Finance & Administration). In such a case, it is the responsibility of the Hiring Committee to inform all original applicants by email within 24 hours of the original deadline.

[B.5.8](#) The hiring of service staff for each Engineering Society Service will be broken into two separate positions: new staff and staff seeking rehire. The written questions will include disclosure of whether the applicant is a rehire. These positions will be treated as two (2) separate groups during the interview process.

[B.6](#) The Application Process

B.6.1 The application on breezy.engsoc.queensu.ca shall require the applicant to provide the following information:

- a. Name
- b. Telephone number or e-mail address
- c. Confirmation of eligibility as per the requirements laid out in B.2.
- d. Authorization to enable the Engineering Society to verify information provided in B.6.1.

B.6.2 Unless otherwise specified, the application page shall contain the following:

- a. Eligibility requirements
 - i. If the position has in person requirements for transition or for the role, this shall be stated in the eligibility requirements
- b. Due date and time for submission of application
- c. Statement that hiring will be done according to EngSoc Hiring Policy
- d. The position description
- e. Uploading mechanism for resumes and cover letters
- f. Information about the interview process, including tentative dates when interviews will be held
- g. A contact name with their e-mail address
- h. A note stating that interviews will be held in rounds or in groups, if that is the case

B.6.3 The application page shall list at least four (4) questions for which a response is required. The questions shall be:

- a. Why do you believe you would be a good fit for the position of <insert position here>?
- b. Interviews are scheduled to be <insert date(s) here>. Do you have any conflicts with this/these date(s) and if so when?
- c. What is your preferred method of contact regarding the status of your application (email/phone)?
- d. How did you hear about this position?

B.6.4 If the Hiring Committee requires resumes, proposals, or other information, this must be made clear in the position's posting on breezy.engsoc.queensu.ca. If such material is included and not required, it may be taken into consideration, but its inclusion must not be used as a deciding factor in the hiring process.

- a. In the case that a resume, proposal, or other information is not provided when requested, that lack of submission of the required documents may be used as a deciding factor in the hiring process.

B.7 Scheduling Interviews

B.7.1 Interview times and scheduling are the responsibility of the Chair of the Hiring Committee.

B.7.2 Interviews shall be granted only to those applicants that meet the publicized deadline.

- a. Extenuating circumstances may be granted at the discretion of the Chair of the Hiring Committee with consultation of the Vice President (Finance & Administration) or the Director of Human Resources.

B.7.3 All applicants shall be granted an interview, unless their application is deemed to be below expectations by the Chair of the Hiring Committee or are otherwise ineligible for the position as outlined in B.3.

- a. To be deemed below expectations, an applicant must have made no reasonably legitimate attempt to complete the application.
- b. Should an application be deemed below expectations, the applicant must be notified by email that they are not being considered for the position before interviews begin.

B.7.4 It is the responsibility of the Hiring Committee to find and make arrangements for a suitable interview location. The location should be one that is physically comfortable for the applicant and Hiring Committee, not unnecessarily intimidating for the applicant, private and professional to ensure confidentiality, and easily accessible to the AMS Walkhome Service or a telephone. When necessary, an alternate interview location with wheelchair accessibility must be arranged.

- a. In the case of video interviews, it is the responsibility of the Hiring Committee to create and provide a secure meeting link and password.

B.7.5 Interviews may not be scheduled after the Friday of Week 12.

- a. B.7.5 may be overruled by the Vice President (Finance & Administration) or the Director of Human Resources, contingent on the consent of the applicants scheduled during this time. Applicants shall be given the opportunity to schedule their interview prior to the Friday of Week 12 if requested.

B.7.6 Interviews shall be scheduled on weekends and evenings in order to maximize the availability of applicants and minimize inconvenience. Every effort should be made to conclude interviews before 11 pm.

- a. Interviews may be scheduled during the daytime on weekdays (9am-6pm) with the applicant's consent.
- b. Interviews may be scheduled to begin after 11pm with the applicant's consent.

B.7.7 Interview times must be posted within 72 hours after the online application deadline.

B.7.8 Notification of the posted interview times must be sent to the applicant by e-mail at least 24 hours before the start of their interview. In the event that this provision is not met, the Hiring Committee shall acquire verbal confirmation from applicants regarding their interview time.

B.7.9 In the case of a candidate not being able to make their scheduled interview time for a valid reason, it is their responsibility to inform the Hiring Committee of the case at least 24 hours prior to the interview, unless extenuating circumstances exist. If such notice is given, the Hiring Committee shall accommodate a change in interview time.

- a. The validity of the reason for the request to move the scheduled interview is up to the discretion of the Chair of the Hiring Committee through consultation with the Vice President (Finance & Administration) or the Director of Human Resources.
- b. If notice has not been given, it is up to the discretion of the Chair of the Hiring Committee whether or not a replacement interview will be provided. Any decision made must remain constant for all applicants in a similar situation.

B.8 The Interview

B.8.1 A list of questions relevant to the position must be agreed upon by the Hiring Committee prior to the interview.

- a. Approval of the questions must be given through consultation with the Director of Human Resources or Vice President (Finance & Administration) prior to the posting of interview times.

B.8.2 All applicants must be asked the same questions during the interview. However, the Hiring Committee may ask follow-up questions designed to elicit a clearer response from the applicant, eliminate confusion or address an area of concern or uncertainty that may arise.

- a. Follow up questions that elicit a specific response or bring information unrelated to something previously mentioned into the interview are not permitted within an interview.

B.8.3 It is required that a minimum of one question pertaining to EDII-AS (Equity, Diversity, Inclusion, Indigeneity, Accessibility and Sustainability) be asked for all Engineering Society management and leadership interviews.

- a. Leadership positions include those that oversee other members.
- b. Appropriate questions may follow one of the following structures:
 - i. "As X position, what will you do to improve EDII-AS (Equity, Diversity, Inclusion, Indigeneity, Accessibility and Sustainability)?"
 - ii. "What would you change at Queen's University and/or the Engineering Faculty/Society to improve EDII-AS (Equity, Diversity, Inclusion, Indigeneity, Accessibility and Sustainability)?"

B.8.4 Each member of the Hiring Committee must communicate all perceived conflicts of interest to the other committee members prior to the interview.

- a. Conflicts of interest include, but are not limited to, current and former partners, relatives, housemates, and close friends.
- b. Where reasonable, no Hiring Committee member shall conduct an interview with an applicant with who they have a conflict of interest. If this is not possible, the Hiring Committee member should make all efforts to reduce bias in the interview process by speaking last during deliberations and/or abstaining from any hiring decisions regarding the specified applicant.
- c. All conflicts of interests must be stated, in writing, at the top of the applicant's interview notes by the panelist who holds the conflict. A valid declaration of conflict of interest must include the first and last name of the panelist as well as the applicant and the nature of the conflict.

B.8.5 At the beginning of the interview, the Hiring Committee shall:

- a. Provide introductions.
- b. State the maximum length of the interview and that the Committee is timing the interview and will provide notice of time running short.
- c. State that questions or clarification can be asked for at any time during the interview.
- d. State that notes may be used during the interview.

B.8.6 At the conclusion of the interview, the Hiring Committee shall:

- a. Provide the applicant the opportunity to ask questions or make any additional comments if time permits.

- b. State that the applicant may direct any further questions to the Hiring Committee Chair and provide a means of contact.
- c. Outline the means of appeal or contact if there are any concerns with the interview process as outlined in [B.12](#).

[B.9](#) Hiring Notes

[B.9.1](#) Each member of the Hiring Committee shall complete a written evaluation of the applicant while the interview is taking place. Written evaluations help preserve the integrity in the hiring process and are necessary for reference should an applicant subsequently seek feedback.

- a. If physical, these documents shall be kept confidential and stored in the Engineering Society filing cabinet and filed accordingly by the Director of Human Resources.
- b. If digital, these documents shall be kept confidential and sent to the Director of Human resources, who will organize them in a OneDrive folder connected to their Engineering Society email account. The documents shall then be removed from personal devices and associated emails of the Hiring Committee.
 - i. This folder shall be fully shared only with the Vice President (Finance & Administration).
- c. The Director of Human Resource shall not be responsible for responding to an applicant's questions regarding their specific interview; this shall remain the responsibility of the Hiring Committee.
- d. All written evaluations shall be placed in the possession of the Director of Human Resources no later than 72 hours after hiring decisions have been made and all candidates have been notified as per [B.10](#).

[B.9.2](#) When taking notes, the Hiring Committee member shall write their name, the interviewee's name, the date, and any conflicts of interest at the top of each page.

[B.9.3](#) The Hiring Committee shall make every effort to digitize their hiring notes in lieu of using paper.

- a. If the notes are required at any time after the interviewing and decision-making process is complete, a request may be made to the Director of Human Resources.
- b. The notes shall not be shared with the interviewee or anyone else except the original members of the Hiring Committee, the Director of Human Resources, or the Engineering Review Board.

- c. If physical, the notes should be returned to the Director of Human Resources within seven (7) days and refiled as in B.9.
- d. If digital, the notes shall be shared through a link to the Director of Human Resources, set to expire within seven (7) days of the request.
 - i. The notes shall not be downloaded or copied from the shared link.

B.10 Decision Making and Documentation

B.10.1 Decisions shall be made solely on the criteria relevant to and based on the requirements of the position acquired through the online application and through the interview process.

B.10.2 A second round of interviews may be held at the discretion of the Hiring Committee should no candidate emerge as a clear choice during the first round or should the committee simply desire further information on which to base their decision. The committee is not obligated to include all applicants in the second round.

B.10.3 The Hiring Committee shall strive to reach a consensus on the successful applicant(s). In the case that consensus cannot be reached, the Chair of the Hiring Committee will make the decision.

- a. In the case that a majority of the Hiring Committee disagree with the decision made by the Chair of the Hiring Committee, the other members of the Hiring Committee may appeal the decision to the Engineering Society Executive. In such a case, the supervising Engineering Society Executive will mediate a discussion with the Hiring Committee in order to come to a consensus.

- i. In the case that the Engineering Society Executive are already on the Hiring Committee, such as for Engineering Society Director hiring, the Speaker of the Engineering Society Council will act as the mediator.

- b. If no consensus can be made, the mediator will choose between the Hiring Committee majority decision or the Chair's decision.

B.10.4 If, at the conclusion of the interview and review process, the Hiring Committee is not satisfied with any of the applicants, the Committee may re-open the entire process.

- a. The unsuccessful applicants must be notified by either phone call or email before the applications may be re-opened. If an email is used to notify the candidate, it must be sent 48 hours before the new applications are closed.

B.10.5 The Hiring Committee's decisions shall be recorded on breezy.engsoc.queensu.ca.

B.10.6 The Chair of the Hiring Committee must notify the Director of Human Resources immediately once the hiring and decision-making process is complete.

a. The Hiring Committee shall submit all documentation to the Director of Human Resources no later than 72 hours after hiring decisions are made and all candidates have been notified, to be filed for one year or until a successor is hired.

B.10.7 All documentation shall be kept for one (1) year or until a successor is hired, whichever comes first. Thereafter, all documentation shall be destroyed.

B.11 Notification

B.11.1 The committee shall strive to notify all applicants individually of the outcome of their interview within 48 hours of the last interview.

B.11.2 The hiring committee shall notify successful applicants first to confirm that they accept the position.

a. If the first successful applicant declines the position, the Hiring Committee shall determine the next most suitable candidate and notify them next. This process shall continue until a suitable candidate is found. In the case of there being no suitable candidates remaining, the Hiring Committee may re-open the application.

B.11.3 The Hiring Committee shall make every reasonable effort to notify all the unsuccessful applicants as soon as possible after successful applicants have accepted the position.

B.11.4 Notification must be made to all candidates before an official posting of successful candidates is made. The notifications may be made by phone call or email, with preference given based on the applicant's response on breezy.engsoc.queensu.ca or during the interview.

a. In the case of email notifications, an official posting may not be made until 48 hours after the last notification email is sent, or once a reply has been received from all applicants.

B.11.5 Unsuccessful applicants shall be reminded of the means of appeal process upon notification as outlined in B.12.

B.12 Means of Appeal

B.12.1 Any person wishing to appeal a decision that has been made under the Hiring Policy or has any concerns with the hiring shall file a grievance with the Engineering Society Review Board.

a. In the case where the Engineering Society Review Board cannot be contacted (e.g. the interview was conducted by the Engineering Society Review Board), the Vice President (Finance & Administration), with help from the Executive and Director of Human Resources will handle grievances.

B.12.2 Legitimate grievances are defined as improper procedure, Hiring Committee bias or any apparent discrimination in the hiring process.

B.12.3 For ratified positions, a grievance must be filed, in writing, prior to the ratification of the successful applicant. For unratified positions, a grievance must be filed within one week of the notice of unsuccessful applications.

a. Grievances must include contact information and be sent via e-mail to erb@engsoc.queensu.ca to inform the Engineering Society Review Board of the grievance submission. They may also be placed in a sealed envelope labelled "Engineering Society Review Board" and placed in the Engineering Society Mailbox.

B.12.4 Should the Engineering Society Review Board determine that re-interview is necessary, the structure of the Hiring Committee shall be changed to include the Chair of the Engineering Society Review Board and possibly the removal or replacement of members of the original committee, at the discretion of the Engineering Review Board.

a. The Speaker of the Engineering Society Council does not have to participate in the interview but shall enforce the fairness and policy of the interview and Hiring Committee.

b. In structuring a new Hiring Committee, the Engineering Society Review Board shall follow the structure outlined in [B.4: The Hiring Committee](#).

B.12.5 If the Engineering Society Review Board re-opens applications, any applicant in the previous hiring session may have their submitted application transferred over to the re-interview session.

B.12.6 Upon receiving the decision from the Re-Interview Committee, no additional grievance may be filed from the candidate who submitted the initial grievance. In the case of ratified positions, this decision will then be moved for ratification in Council.

a. In the case of dismissal of the grievance for a ratified position, ratification of the original candidate chosen by the Hiring Committee shall be moved to Council.

B.13 Commencement of Work

B.13.1 Prior to commencing work, all employees and appointees shall be made fully aware of their job requirements, any remuneration, time requirements, and all relevant rules and regulations. They shall also be made aware of the Engineering Society's Governing Documents and informed how to access it at any time.

B.13.2 All employees and appointees shall be required to sign confidentiality waivers if necessary and applicable employment contracts prior to the commencement of any work. It shall be the responsibility of the Incoming Executive or the Director of Internal Processes to ensure that this that this occurs before the commencement of any work.

C. FREC HIRING POLICY

C.1 Purpose

C.1.1 The Purpose of FREC Hiring Policy is to outline the hiring process for the FRECs of Orientation week by the FREC Committee, as laid out in Bylaw 11.1 and Policy Section η.W.

C.2 Scope

C.2.1 The FREC Hiring Policy only overrides the Hiring Policy found in γ.B when in direct contradiction.

C.2.2 For the purposes of clarity, FREC Committee shall follow the definition found in Policy Section η.W.3.3.

C.3 FREC Interview Advertising

C.3.1 FREC Positions shall be advertised broadly by the FREC Committee using the following methods. Additional method may be utilized at the discretion of the FREC Committee

- a. Social Media Postings
- b. Hosting a FREC Interview Information Session, otherwise known as a "Kick off nightFREC Information Night"

C.4 Applying for FREC

C.4.1 Individuals applying for any FREC position must submit their applications by email to frec@engsoc.queensu.ca

C.4.2 Applications for FREC shall be submitted as a Group of no more than 6 (six) no less than 4 (four), or individually.

a. If a group of less than 6 (six) or an individual submits an application, they may be added to other applicant's groups at the discretion of FREC Committee.

b. Groups will be asked to identify one individual to act as a Group Leader for the purpose of the interview.

C.4.3 Applications for FREC shall be posted on the Engineering Society website

C.4.4 The FREC Application shall require an applicant to both

a. Write a written component, at the discretion of the FREC Committee

b. Submit a creative component, at the discretion of the applicant

C.5 FREC Hiring Committee

C.5.1 The Chair of the FREC Hiring Committee may rotate through members of FREC Committee, including but not limited to Orientation Chair and Chief FREC, as needed

C.5.2 The rest of the Hiring Committee may consist of any member of FREC Committee not currently serving as the Chair

C.6 The FREC Interview

C.6.1 The Team Leader of each application group shall select a time for their group to interview using the online portal provided by FREC Committee

a. If an applicant is concerned about missing information from their Team Leader, they should email one of: Orientation Chair, Chief FREC, or Action-Tech-Plant Manager

C.6.2 The Team Leader shall be contacted by FREC Committee with their group's timeslot at least 24 hours prior to the interview timeslot

C.6.3 Questions for the FREC Interview shall be pulled from a bank of prepared questions approved by Orientation Chair, Chief FREC, Action-Tech-Plant Manager, and the Director of Human Resources.

C.7 Notice of FREC Decisions

C.7.1 Records of decisions should be kept by the Orientation Chair.

a. These records shall be made available upon request, either by an applicant or by the Engineering Review Board

C.7.2 FREC decisions will not be made available to any candidate before deliberations have finished for all candidates.

C.7.3 Candidates will be contacted by the FREC Committee about the status of their interview directly within 1 week of deliberations having been completed.

D. CLUB AND DESIGN GROUP HIRING POLICY

D.1 Purpose

D.1.1 The purpose of the Club and Design Group Hiring Policy is to outline the hiring process for all Engineering Society ratified Clubs and Design Groups as outlined in *By-Law 10.C.* and *By-Law 10.D.* respectively.

D.2 Scope

D.2.1 The Club and Design Group Policy only overrides the Engineering Society Hiring Policy found in *γ.B*, when in direct contradiction.

D.2.2 For clarity within this section, President refers to the highest-level executive member within a group (i.e. Captain is also encompassed) and Manager refers to any position below the President that still oversees a team (i.e. Sub team Lead is also encompassed).

D.3 Eligibility

D.3.1 Any Club or Design Group President or Manager position may require up to one (1) year of experience as a member of that Club or Design Group.

D.3.2 No student may serve as the President of a Club or Design Group for more than one term.

a. An exception will be made for any President positions of Clubs or Design Groups that were ratified within the winter semester of the given academic year where they may be allowed to serve for the next year's term.

D.3.3 No student may serve as a Manager of a Club or Design Group for more than two (2) terms.

D.3.4 An exception can be made for C.3.2 and C.3.3 if the Hiring Committee decides that none of the other applicants are in any way capable of satisfying the job description, or if there are some other extraordinary circumstances. In the event that an individual re-applies for a position they previously held and is the only applicant, hiring for the position must be re-opened. Should there be no further applicants; the individual may then be rehired.

D.3.5 General Members of Clubs or Design Groups have no restrictions on the number of terms able to be served. If they have previously been

interviewed and accepted as a general member, they do not have to reapply for the same position unless a given Club or Design Group states otherwise. Presidents and Managers are able to return to the team as General Members once their maximum terms have been completed, but they are not able to take on any leadership roles so that those opportunities can be offered to the most students possible.

D.4 The Hiring Committee

D.4.1 The Hiring Committee for Presidents will consist of the outgoing President(s) and the given Director that oversees the Club or Design Group (or a delegate).

- a. If there is only one outgoing President or if either or both are not able to be on the Hiring Committee for any reason, either an outgoing Manager, the Vice President (Student Affairs), or another Director can fill in to complete the minimum panel requirements of three (3) people.
- b. The outgoing President(s) will chair the Hiring Committee unless they are not available.

D.4.2 The Hiring Committee for Managers will consist of the incoming President(s) and outgoing President(s) or overseeing Managers as needed.

- a. If an additional member is needed, an outgoing President or Manager or relevant Director may fill in, at the discretion of the Chair.
- b. The President(s) will chair the Hiring Committee or may delegate that responsibility to an overseeing Manager.

D.4.3 The Hiring Committee for General Members will consist of the incoming President(s) and incoming Manager(s) as necessary.

D.5 Recruitment and Advertising

D.5.1 Each official job position for President or Managers must be made available on breezy.engsoc.queensu.ca for no less than one (1) week before they are due. General Members must be made available for no less than two (2) weeks before they are due.

D.5.2 President and Manager positions must be advertised within the Club's or Design Group's official communication channels no later than one (1) week prior to the deadline. Proof must be presented to the given Director that oversees the Club or Design Group.

D.5.3 General member positions must be advertised in two (2) consecutive AllEng Weekly Newsletters.

D.6 The Hiring Process

D.6.1 Club and Design Group President and Manager positions must be hired using the standard procedure. Efforts should be made for the incoming President(s) and Managers to be hired before the end of the academic term.

D.6.2 Club and Design Group General Members can be hired in one of the following ways:

- a. A standard interview procedure.
- b. A written application accompanied by a minimum two (2) minute long video. This option may only be selected if the number of applicants exceeds fifty (50).
- c. All applicants that applied to the posting on breezy.engsoc.queensu.ca can be accepted without a formal interview process. This option may be selected after viewing the number of applicants.

E. JOINT HIRING POLICY

E.1 Purpose

E.1.1 The purpose of the Joint Hiring Policy is to aid the hiring process of groups that have been jointly ratified under both the Engineering Society and the Commerce Society.

E.1.2 The Joint Hiring Policy draws from both the Engineering Society Hiring Policy found in [γ.B](#), as well as the Commerce Society Hiring By-Laws found in Section 1.

E.2 Eligibility

E.2.1 Any group that is ratified by both the Engineering Society and Commerce Society which hires exclusively through both Societies and only accepts applications from both Societies are governed under the Joint Hiring Policy.

E.3 Scope

E.3.1 The joint hiring policy only overrides the Engineering Society Hiring Policy found in [γ.B](#), when in direct contradiction.

E.3.2 The pre-application process shall be as follows:

- a. The Joint Hiring application template must be used, as made available by the EngSoc Vice President (Finance & Administration).
- b. The Joint Hiring template shall include:

- i. The logos of both the Engineering Society and the Commerce Society when applicable;
 - ii. Application instructions;
 - iii. Interview scheduling instructions;
 - iv. Standard application requested information;
 - v. General and position-specific questions;
 - vi. Joint Hiring policy summary;
 - vii. Disclosure agreement as written by the Engineering Society.
- c. Applications must be advertised for at least two weeks in the AllEng newsletter.
- d. Applications must be made available online for at least two weeks prior to the application deadline.

E.4 Application process:

- E.4.1 All applications must be submitted by e-mail to the relevant Commerce Co-Chair and/or through breezy.engsoc.queensu.ca.
- E.4.2 All applications will be made available to the committee heads prior to the pre-interview process.

E.5 Pre-Interview Process:

- E.5.1 Interviews shall be booked on the Commerce Society web portal, which is only accessible to Commerce students but can be viewed by Engineering students.
- E.5.2 In the event that both committee heads are members of the Engineering Society, interview scheduling will be conducted through the Commerce Society Human Resources Officer.
- E.5.3 A link to ComSoc portal shall be posted on the application along with the e-mails of committee heads and/or the Commerce Society Human Resources Officer.
- E.5.4 Engineering Society members shall e-mail the committee heads and/or the Commerce Society Human Resources Officer with preferred interview slots. The committee heads and/or the Commerce Society Human Resources Officer shall then book off the chosen interview slots for the Engineering Society members.

E.6 Interview Process:

- E.6.1 For committee head positions, the interview committee shall consist of the past head(s) of the committee, the direct supervisor of the committee

head(s) from the Engineering Society, and the direct supervisor of the committee head(s) from the Commerce Society.

E.6.2 For committee member positions, the interview committee shall consist of the head(s) of the committee and any other Engineering Society or Commerce Society member deemed necessary to complete the committee.

E.7 Means of Appeal:

E.7.1 Any applicant belonging to the Commerce Society wishing to appeal a decision that has been made under the Hiring Policy shall be given the option to file a grievance with the Commerce Society Human Resources Officer.

F. DISMISSAL POLICY

F.1 Purpose

F.1.1 The Dismissal Policy can be employed as a means to remove any person who holds an appointed position within the Engineering Society from that position.

F.1.2 Actions that can lead to dismissal include, but are not limited to, violations of the Engineering Society Constitution, violations of the Queen's University Code of Conduct, theft, vandalism, trespassing, fraud, harassment, assault, negligence, and other actions that compromise the integrity or image of the Engineering Society.

F.2 Process and Logistics

F.2.1 A written and signed complaint must be filed.

F.2.2 Complaints should be placed in the mailbox in the Engineering Society lounge and should be directed to, or given directly to, the Vice President (Student Affairs).

a. Anonymous complaints will not be accepted.

F.2.3 Every attempt shall be made to preserve the confidentiality of all parties involved throughout the course of the investigation.

F.2.4 The Vice President (Student Affairs) shall conduct a preliminary investigation to determine if the complaint is valid.

F.2.5 The Engineering Society Executive shall be notified of the complaint prior to commencing the preliminary investigation.

F.2.6 The appropriate Executive member(s) and/or Director(s) may be involved in the investigation.

F.2.7 Both parties involved shall be notified at this time. The investigation should proceed generally as follows but can be adapted with respect to the nature of each complaint.

- a. The Vice President (Student Affairs) shall discuss the incident separately with the accused, the accuser, and any relevant third parties (such as witnesses, committee members etc.).
- b. The Vice President (Student Affairs) shall keep a detailed record of the investigation.
- c. The complainant shall not be named at this stage of the investigation.
- d. If the complaint is not considered to be valid, the Vice President (Student Affairs) shall notify the Executive and both parties of the decision.
- e. If the complaint is considered valid, the Executive will meet within 72 hours to decide on an appropriate course of action.

F.2.8 Possible courses of action include verbal warning, written warning, suspension, removal, or other sanctions at the discretion of the Executive. (These sanctions can include, but are not limited to, Clark Hall Pub ban, loss of access to funds, suspension of privileges, etc.)

F.2.9 If applicable, the Engineering Society will defer to an appropriate non-academic disciplinary committee such as the Engineering Society Review Board or the AMS Judicial Committee. Any Engineering Society investigation can either run concurrently with any other investigation or be delayed until the appropriate non-academic disciplinary committee has reached a decision on the matter.

F.2.10 The Vice President (Student Affairs) shall enforce whatever actions or sanctions are decided upon by the Executive.

F.3 Means of Appeal

F.3.1 Any person wishing to appeal a decision that has been made under the Dismissal Policy must file a grievance according to *Policy Manual ε.C.*

G. TRANSITION

G.1 General

G.1.1 Effective transition is essential in maintaining continuity within groups from year to year. Transition reports are the most important tool in this process, as they can be referred to years down the road.

- a. Transition reports are maintained by the Vice President (Finance & Administration) so that anyone wishing to find out about the previous operations of a particular group may easily do so.

G.2 Means

G.2.1 One of the duties of all those who hold EngSoc elected and appointed positions is to complete a transition report, regardless of whether or not it is specified in their job description.

G.2.2 Those whose positions concern the organization of a specific event(s) should complete a transition report within two weeks of the completion of that event(s).

G.2.3 Those whose positions concern a continuous service or committee should complete a transition report at least two (2) weeks before the appointment of their successor.

G.2.4 It is the responsibility of the member with direct oversight to ensure that transition reports are completed by the time specified in the guidelines above, and that they are sufficiently detailed and useful.

G.2.5 Upon completion of a transition report for a certain position, copies should be distributed to the Vice President (Finance & Administration), the Executive member responsible for that position, and the succeeding appointee for that position.

G.3 Executive and Director Transitioning

G.3.1 A Final Transition Report is due on the Friday of Week 8 of the second semester and is to be handed in to the outgoing President, outgoing Vice President (Finance & Administration), and to the Engineering Review Board Chair.

G.3.2 The final transition report will be complete and specific. It will include:

- a. Summary
- b. Job description from policy
- c. A detailed description of the portfolio
- d. A thorough detailing of any duties
- e. A thorough detailing of all duties pertaining to the portfolio
- f. All officer transition reports pertaining to the portfolio
- g. A copy of the budget
- h. A detailing of strengths

- i. A detailing of weaknesses
- j. A detailing of future ideas and recommendations
- k. A detailed timeline for yearly tasks
- l. Contact info of the outgoing person and any other useful contacts

G.3.3 If the Final Transition Report is not complete and submitted by the specified date, the member may not receive any honoraria until it is completed and submitted.

G.3.4 The Executive member elect shall shadow the outgoing Executive member for a period starting on the day after the elections through to the 30th of April.

G.4 Officer Transitioning

G.4.1 An Officer Transition Report is due on the Friday of Week 6 of the second semester to the Executive member in charge of the portfolio in which the position falls.

G.4.2 The transition report should include:

- a. Summary of position
- b. A copy of the budget
- c. A description of any events done throughout the year
- d. A detailing of strengths
- e. A detailing of weaknesses
- f. A detailing of ideas and recommendations
- g. A yearly timeline
- h. Any useful contact info

G.5 Event Organizer Transitioning

G.5.1 An Event Organizer's Transition Report is due to the Executive member or Director in charge of the portfolio in which the event falls within two weeks of the completion of the event. It shall be the responsibility of the Executive member or Director to ensure that the transition report is passed on to the Event Organizer's successor.

G.5.2 The transition report should include:

- a. Summary of position
- b. A copy of the budget
- c. A description of any events done throughout the year
- d. A detailing of strengths

- e. A detailing of weaknesses
- f. A detailing of ideas and recommendations
- g. A yearly timeline
- h. Any useful contact info

G.6 Service Manager Transitioning

G.6.1 The guidelines for Service Manager transitioning are outlined in *Policy Manual η.B.*

δ: EngSoc Spaces

Preamble: The EngSoc Spaces policy is meant to define the physical spaces used by the Engineering Society and establish regulations for their governance and proper use. Additional managerial practices may be enacted by the Executive as they see fit, so long as they are not in conflict with this policy or its intent.

A. GENERAL PRACTICES

A.1 Authority

A.1.1 Subject to the authority of Council, the Vice President (Finance & Administration) and the Director of Internal Processes shall be responsible for decision-making in all physical space issues.

A.2 Lounges

A.2.1 The Engineering Society shall manage lounge space in Beamish-Munro Hall and Clark Hall, for use by members of the Engineering Society.

A.2.2 These spaces shall always made as accessible and inclusive as possible.

A.2.3 All groups making use of the lounges are responsible for leaving them in a clean state and not storing anything in the common space.

A.2.4 Improvements to the student lounges are to be budgeted through the Engineering Society operating budget.

A.3 Offices

A.3.1 Office space is to be allocated by the Vice President (Finance & Administration) in conjunction with the Vice President (Operations) and Director of Internal Processes as deemed necessary.

A.3.2 Groups using EngSoc office space will be charged rent according to their respective EngServe agreement, which must be signed by the Vice President (Operations) and the Manager, Director, or President of the group.

A.3.3 The Executive, and the Director of Internal Processes shall have access to all offices.

A.4 Security

A.4.1 All Engineering Society spaces, with the exception of areas used solely for storage, shall be alarmed.

A.4.2 The alarm system shall be maintained by the Vice President (Finance & Administration) and the Director of Internal Processes.

A.4.3 The Vice President (Finance & Administration) and the Director of Internal Processes will have access to alarm logs. The alarm logs will be checked once every 4 weeks and suspicious activity will be investigated.

A.4.4 Alarm logs will remain confidential unless this information is requested by either campus security or the police.

B. ILC SPACES

B.1 General

B.1.1 The Engineering Society shall manage several spaces on the first floor of Beamish-Munro Hall in the Integrated Learning Centre. These spaces shall include:

- a. Tom Harris Student Lounge
- b. Three offices adjacent to the Tom Harris Student Lounge
- c. Tea Room

B.2 Tom Harris Student Lounge

B.2.1 The Tom Harris Student Lounge shall be made available for use by all members of the Engineering Society.

B.2.2 The lounge shall be open for the purposes of undisruptive recreation and general student work use.

B.2.3 The lounge may not be allocated to any single group or booked for meetings before 7 PM.

B.2.4 The Executive and Directors of the Engineering Society are to be responsible for maintaining the cleanliness of the lounge.

B.2.5 There shall be a television outside the lounge which shall display notices and advertisements from the Society, its services, and other notices relevant to Engineering Society members. The Director of Communications shall manage the use of the television for this purpose.

B.3 Offices

B.3.1 The Engineering Society shall make use of three offices adjacent to the Tom Harris Student Lounge.

B.3.2 From west to east, these offices shall be designated for use by:

- a. The EngSoc Executive and Directors

- b. The General Manager
- c. Science Quest and The Tea Room

B.3.3 At least one representative of the EngSoc Executive and Directors shall be present in their office during business hours, with the exception of Friday afternoons.

B.3.4 The individuals and groups making use of office space shall be responsible for their cleanliness.

B.4 Tea Room

B.4.1 Use of the Tea Room space is to be controlled by the Tea Room management team.

B.4.2 Improvements to the Tea Room shall be paid for by the service, although the Engineering Society may choose to contribute funding.

C. CLARK HALL SPACES

C.1 General

C.1.1 The Engineering Society shall manage several spaces in Clark Hall. These spaces shall include:

- a. Clark Hall Pub
- b. Clark Hall Lounge
- c. Clark Hall bathroom
- d. Seven offices in Clark Hall, adjacent to the Clark Hall Lounge
- e. J5 storage space

C.2 Clark Hall Pub

C.2.1 Use of the Clark Hall Pub space is to be controlled by the Clark Hall Pub management team.

C.2.2 Improvements to the Pub shall be paid for by the Service, although the Engineering Society may choose to contribute funding.

C.3 Clark Hall Lounge

C.3.1 The Clark Hall Lounge shall be made available for use by members of the Engineering Society with approval from the Director of Internal Processes.

C.3.2 The lounge shall serve as a bookable space for Engineering Society groups to conduct meetings or work in.

C.3.3 The managers of the services with offices in Clark Hall are to be responsible for maintaining the cleanliness of the lounge.

C.4 Offices

C.4.1 The Engineering Society shall make use of seven offices adjacent to the Clark Hall Lounge.

C.4.2 The individuals and groups making use of office space shall be responsible for their cleanliness.

C.5 Clark Hall Security

C.5.1 Two security cameras will be set up in Clark Hall to record the activity in the pub.

C.5.2 These cameras will be maintained by the Vice President (Finance & Administration). The date and time stamp will be verified at least once every four (4) weeks.

C.5.3 Camera footage will only be consulted in response to a suspected incident and will only be viewed by the Vice President (Finance & Administration), Vice President (Operations), Vice President (Student Affairs), President, and General Manager.

C.5.4 Footage will remain confidential unless requested by either campus security or the police.

ε: Conduct and Grievances

Preamble: The Conduct and Grievance policy outlines the general conduct of all members of the engineering society. The procedure for reporting any problems against members of the engineering society with the exception of grievances dealing solely with the Engineering Society services, which is listed in Section η.

A. ETHICS POLICY

In the operation of its clubs, design teams, and other affiliated groups, all employees, volunteers, officers, directors, and executives (henceforth referred to as active members) of the Engineering Society must always endeavor to uphold the highest standards of ethics expected of them by the Society, while also inspiring all members to the highest standards of the Society.

A.1 Scope

A.1.1 This conduct policy shall apply at all times when an individual is representing the Engineering Society. This includes but is not limited to:

- a. Performing any paid or volunteer Engineering Society duties in a public space.
- b. Representing the Engineering Society at any events, including conferences, competitions, or social gatherings.
- c. Communicating in any manner on behalf of the Engineering Society.

A.1.2 This conduct policy shall not apply when an individual is not representing the Engineering Society.

A.2 General

A.2.1 All members of the Engineering Society shall uphold the values seen in *Constitution Article IV*.

A.2.2 All members of the Engineering Society shall comply with the Queen's University Student Code of Conduct.

B. ENGINEERING SOCIETY REVIEW BOARD

B.1 General

B.1.1 The Engineering Review Board, also known as the Engineering Society Review Board, provides a neutral third-party perspective to Society matters where appropriate.

B.1.2 The Engineering Society Review Board analyzes policies and procedures within the Engineering Society, making recommendations for improvements and ensuring grievances and appeals are properly delegated and handled.

B.2 Purpose

B.2.1 The purpose of the Board is to examine Policy, By-Law, and constitutional aspects of the Society, including:

- a. Maintaining and reviewing existing Engineering Society governing documents through a review of existing records and consultation with positions affected by potential changes.
- b. Acting as a resource for any person wishing to make a change to the Constitution, By-Law Manual, or Policy Manual.
- c. Reviewing proposed changes to Policy and By-Law and reporting to Council on the results of these reviews.
- d. Verifying that the policies of EngSoc are internally consistent and fairly represent all members and making recommendations to Council should an inconsistency or unfair representation be found.

B.2.2 The Engineering Society Review Board shall deal with any grievances that arise from the policies and procedures of the Society, excluding the Services. This includes but is not limited to:

- a. Appeal of grievance procedures (*Ref. Section ε.C*).
- b. Appeal of appointments (*Ref. Section γ.B*).
- c. Minor inappropriate purchases and Executive Subsidy (*Ref. Section θ*)
- d. Elections, including violations of neutrality and other disciplinary issues (*Ref. By-Law 3*).

B.2.3 The Board shall act as a neutral party in elections (*Ref. By-Law 3.H*).

B.3 Membership

B.3.1 The Board shall consist of eight (8) student members, as detailed in *By-Law 15*.

B.3.2 The Chair of the Board, detailed in *By-Law 15*, shall be responsible to the Executive and ultimately, Council. All other members shall be responsible to the Chair.

B.3.3 No limit is set on the number of years that someone may sit on the Board.

B.3.4 An effort shall be made for at least one of the General Members on the Board to be a first-year student.

C. GRIEVANCE PROCEDURE

C.1 Scope

C.1.1 This policy shall be followed to dismiss or sanction any person who holds an appointed position within the Engineering Society.

C.1.2 Actions that can lead to dismissal or other sanctions include, but are not limited to, violations of the values laid out in the Engineering Society Constitution, violations of the Queen's University Student Code of Conduct, violations of Conduct Policy seen in [Section ε.A](#), actions that could result in a criminal conviction, negligence, and other actions that compromise the integrity or image of the Engineering Society.

C.2 Submission of Grievances

C.2.1 Only hard copy or electronically received submissions bearing the signature of the accuser will be considered a grievance. Anonymous grievances will not be accepted.

C.2.2 The Engineering Society may defer or refer to a non-academic disciplinary committee such as the AMS Judicial Committee, Queen's Human Rights, Non-Academic Misconduct Intake Office, law enforcement, or the procedure outlined in [Section η.L](#).

a. The decision to defer or refer to a non-academic disciplinary committee shall be made by a majority vote of the Executive, with the General Manager as an advisory, non-voting body. This decision will be made upon hearing the nature of the grievance.

b. Should a grievance be deferred or referred, the Engineering Society may conduct an investigation concurrently with any other investigation or be delayed until the disciplinary committee of another investigation has reached a decision.

C.2.3 Grievances may be emailed to the Engineering Review Board Chair at erb@engsoc.queensu.ca or submitted to the Engineering Society mailbox and shall be acknowledged within 48 hours via e-mail.

a. Should the grievance subject be related to the Services, the grievance shall be forwarded to the Vice President (Finance & Administration) and the General Manager and an investigation shall proceed as seen in [Section ε.C.3](#).

b. Should the grievance subject be related to a procedural appeal, including hiring grievances, the Engineering Review Board shall handle the grievance as seen in *Section ε.C.4*.

c. Should the grievance subject be regarding any other matter, the grievance shall be forwarded to the Vice President (Student Affairs) and the General Manager and an investigation shall proceed as seen in *Section ε.C.3*.

C.2.4 Every attempt shall be made to preserve the confidentiality of all parties involved throughout the course of the investigation and disclosure shall be as minimally required to investigate and rule on the grievance.

C.3 Process and Logistics of Non-Procedural Grievances

C.3.1 An investigation shall be conducted by the General Manager and a Vice President of the Engineering Society. At any time, the Vice President and General Manager may consult with the Engineering Society's legal counsel to discuss any or all aspects of the grievance.

a. Should the grievance be regarding the Services, the Vice President (Operations) shall conduct the investigation. Should the grievance be regarding any other aspect of the Society, the Vice President (Finance & Administration) shall conduct the investigation.

b. The goal of this investigation is to provide a recommendation to the President regarding courses of actions with respect to the group or individual(s) that are the subject of the grievance. The recommendation to dismiss the grievance may also be made.

C.3.2 The investigation shall be conducted as follows:

a. The Engineering Society Executive shall be notified of the grievance prior to commencing the preliminary investigation.

b. The group or individual(s) that are the subject(s) of the grievance shall be notified of the grievance and told that all matters are confidential. The appropriate Vice President shall inform all parties of sufficient background information of the grievance without violating the confidentiality of the individual(s) who made the grievance.

c. The appropriate Vice President and the General Manager shall individually discuss the incident with the accuser, accused, and any relevant third parties (witnesses, direct supervisors, etc.). Any individuals may bring support the personnel they require to any meeting.

- i. When feasible, all meetings shall have at least 24 hours notice to allow individuals to prepare for the meeting.
- d. Separate lists of non-leading questions shall be developed for the accuser, accused, and relevant third parties beforehand, and questions shall remain as consistent as possible between all accusers, all accused, and all third parties.
 - i. Clarifying follow-up questions are allowed and may not be consistent between all meetings.
 - ii. Questions for specific individuals related to the grievance may not be consistent between all meetings.
- e. A detailed record of the investigation shall be kept.

C.3.3 Possible courses of action include, but are not limited to, verbal warning, written warning, suspension, removal, or other sanctions at the discretion of the President as appropriate with the severity of the infraction. The President may consult with the rest of the Executive and the General Manager when making this decision. These sanctions can include, but are not limited to:

- a. Clark Hall Pub ban or Tri-Pub ban.
- b. Loss of access to funds.
- c. Loss of access to Engineering Society events.
- d. Suspension of privileges of held position(s).
- e. Dismissal from held position(s).

C.3.4 The President shall inform the individual(s) that are the subject of the grievance of their sanctions within 72 hours of being provided a recommendation of course of action. The President shall inform the subject of the grievance they may file a procedural appeal with the Engineering Review Society Board.

- a. The President shall provide a written, brief summary of why the specific sanctions were chosen.

C.3.5 The General Manager shall keep a record of the investigation and all resulting notes, communications, and sanctions for seven (7) years.

C.3.6 The Engineering Society Executive and/or the General Manager shall enforce any sanctions decided by the President.

C.3.7 Should a grievance be received that would normally require the President to make a decision on specific sanctions, but they declare a conflict of interest, the Vice President not involved in the investigation shall decide

the specific sanctions and notify the individual(s) subject of the grievance of the conflict of interest and the brief summary of why those sanctions were chosen.

C.3.8 Should a grievance be received that would normally require a Vice President to conduct an investigation, but they declare a conflict of interest, one of the other Vice Presidents shall conduct the investigation with the General Manager.

C.3.9 Should a grievance be received that the General Manager declares a conflict of interest for, the Vice Presidents shall conduct the investigation, and the Vice President (Finance & Administration) shall keep a detailed record for seven (7) years.

C.4 Process and Logistics of Procedural Grievances

C.4.1 An investigation shall be conducted by a panel of three (3) members of the Engineering Review Board.

- a. Either the Chair or the Deputy Chair shall chair this panel.
- b. Only one of the Chair and Deputy Chair may sit on this panel.
- c. Should both the Chair and Deputy Chair have significant conflicts of interest with individuals involved in the investigation, a general member will be appointed in place of the Chair or Deputy Chair on the investigation panel.
 - i. The General Member chairing the investigation panel shall consult with the General Manager on the investigation process.
- d. Should the grievance relate to a member of the Engineering Review Board, or a member otherwise declares a conflict of interest, that member shall not sit on the investigation panel.

C.4.2 The investigation shall be conducted as follows:

- a. The Engineering Review Board panel shall only hear and consider procedural issues.
- b. The group or individual(s) that are subject of the grievance shall be notified of the grievance and shall be told that all matters are confidential. The Engineering Review Board panel shall inform all parties of sufficient background information of the grievance without violating the confidentiality of the individual(s) who has made the grievance.
- c. The Engineering Review Board panel shall individually discuss the procedure with the individual(s) who made the grievance and

individual(s) that are the subject of the grievance. Any individuals may bring support personnel they require to any meeting.

d. For grievances related to hiring, separate lists of non-leading questions shall be developed for the individuals that made the grievance and the individual(s) that are the subject of the grievance.

i. Clarifying follow-up questions are allowed and may not be consistent between meetings.

ii. Questions for specific individuals related to the grievance may not be consistent between all meetings.

e. For procedural grievances not related to hiring, individuals that made the grievance and the individual(s) that are the subject of the grievance have a right to request meeting with the investigation panel, and shall be made aware of this right.

i. Questions asked by the panel shall be non-leading, and aimed towards specific actions that would have contributed to the grievance

ii. The assumption shall be made in all meetings for procedural grievances that any breach of procedure was not willful. To this effect, the investigation panel has the responsibility to conduct meetings in a non-accusatory manner, and focus on helping the individuals understand steps for improvement.

iii. Clarifying follow-up questions are allowed and may not be consistent between meetings.

iv. Questions for specific individuals related to the grievance may not be consistent between all meetings.

f. The Engineering Review Board panel shall present findings to the Engineering Review Board team for a decision to be made involving all members.

g. A detailed record of the investigation shall be kept for seven (7) years and maintained by the Chair of the Engineering Review Board panel.

C.4.3 After all of the interviews have been conducted, the Engineering Review Board panel shall review all accounts and official documentation and come to a decision.

a. The Engineering Review Board panel may decide the procedural grievance is valid or invalid.

C.4.4 The Chair of the panel shall inform the individual(s) that made the grievance and the individual(s) that are subject of the grievance within 72 hours of coming to a decision.

- a. The Chair of the panel shall provide a written, brief summary of why the specific decision was made.
 - i. For investigations of procedural grievances not related to hiring, the summary must explain the sections of Governing Documents the investigative panel reviewed, and any relevant sections that either directly impacted the grievance or may have prevented the grievance from occurring.

C.4.5 Decisions made by the Engineering Review Board regarding interpretations of specific passages of Bylaw and Policy shall be retained and curated as a precedent document by the Chair of the Engineering Review board for at least seven (7) years.

- a. Should conditions require a section of Bylaw or Policy included in the precedent document, the document should be updated with the new section's intended interpretation
- b. If a passage in the precedent document has gone more than seven (7) years without an update, the Engineering Review Board Chair shall hold a meeting of the Engineering Review Board to determine whether the precedent still applies to the operations of the Engineering Society.

C.4.6 Should the Engineering Review Board panel decide the procedural grievance is valid, at the discretion of the Engineering Review Board the procedure, or specific parts of the procedure as decided by the Engineering Review Board panel, shall be repeated with the Chair of the Engineering Review Board panel involved in all proceedings.

C.4.7 Should the Engineering Review Board not be able to handle a procedural grievance for any reason, the grievance shall be deferred to an appropriate external body.

C.5 Means of Appeal

C.5.1 Any person wishing to appeal the process in which a decision was made as outlined in *Policy Manual Section ε.C.3* and *Section ε.C.4* may make a procedural grievance as outlined in *Policy Manual Section ε.C.2*, which will then follow the process outlined in *Policy Manual Section ε.C.4*.

- a. Should the subject of the procedural grievance be an Engineering Review Board panel, the Vice Presidents of the Engineering Society shall

handle the grievance. The outcome or process of this procedural grievance shall be final.

b. There shall be no other appeals processes within the Engineering Society.

ζ: Corporate Guidance

Preamble: The corporate guidance policy outlines the various bodies responsible for reviewing and suggesting possible alteration to the various facets of The Engineering Society's many business initiatives. The organization, mandate and limitations of each group are listed as well as services that have direct access to the respective body.

A. QUESSI DIRECTORS

(Ref. By-Law 14)

A.1 General

A.1.1 Queen's University Engineering Society Services Incorporated is a non-profit corporation that owns and operates the Campus Bookstore.

A.1.2 There are 15 Directors of QUESSI. Engineering students shall form the majority on the QUESSI Board of Directors.

A.1.3 Effort will be made to have as many years of engineering students represented as possible.

A.1.4 The charter and By-Laws of QUESSI stipulate that the members of the Council of the Engineering Society and any Directors elected by the members of QUESSI are members of the corporation (see [Appendix B](#)).

A.2 Selection of Representatives

A.2.1 Membership of a fully constituted Board shall include:

- a. The President of EngSoc and Vice President (Operations)
- b. Two members as nominated by the Senate.
- c. Two members as nominated by the Board of Trustees.
- d. Three members nominated by the outgoing QUESSI Board from faculty members of Engineering and Applied Science or engineering alumni.

A.2.2 Six candidates shall be elected by members of the corporation, taking into consideration the recommendation of the interview committee.

A.2.3 It shall be the general practice of the interview committee to recommend the re-election of Directors who wish to return to the Board.

A.2.4 Subject to this By-Law, the interview committee shall use [By-Law 14](#) to guide its recommendations.

A.2.5 While the interview committee will make recommendations to the members of the corporation, it is stressed that any member of the Engineering Society is eligible to run in the election of Directors covered in *Section 6*.

A.3 Resignation / Dismissal

A.3.1 In the event of the resignation of a Director, the QUESSI Board shall be empowered to appoint a replacement subject to ratification by the members of the corporation for the duration of the term.

A.3.2 Dismissal of QUESSI Directors shall be governed by the By-Laws of the corporation. Replacement of dismissed Directors shall be governed by *section 10*.

A.4 Duties of Representatives

A.4.1 The EngSoc representatives shall interest themselves in the affairs of QUESSI, and in particular, concern themselves with:

A.4.2 The relations between QUESSI and EngSoc.

A.4.3 The level of service offered by the Bookstore and how this may be improved.

A.4.4 The relations between QUESSI and the University Community.

A.4.5 The EngSoc representatives shall all complete the QUESSI conflict of interest declaration.

A.5 Conflict of Regulations

A.5.1 In the event of any conflict between this policy and the letters patent of QUESSI or with the duly approved By-Laws of QUESSI this policy shall be subordinated to the extent of the conflict.

B. ESARCK DIRECTORS

(Ref. By-Law 13)

B.1 General

B.1.1 Engineering Society and Research Centre (Kingston) is a non-profit corporation that owns and operates land for various research, scientific, and experimental purposes.

B.1.2 The charter and By-Laws of ESARCK stipulate that the members of the Council of the Engineering Society and any Directors elected by the members of ESARCK are members of the corporation.

B.2 Selection of Representatives

B.2.1 Membership of a fully constituted Board shall include the President of EngSoc, the Vice President (Operations), the Vice President (Finance & Administration) and the Vice President (Student Affairs) as ex-officio Members.

B.3 Duties of Representatives

B.3.1 The EngSoc representatives shall interest themselves in the affairs of ESARCK, and in particular, concern themselves with:

- a. The relations between ESARCK and EngSoc.
- b. The level of service offered by the land and how this may be improved.

B.3.2 The EngSoc representatives shall:

- a. Hold an annual general meeting where minutes are taken.
- b. Walk the property annually to assess potential hazards and liabilities.
- c. Maintain general liability insurance on the property.

B.4 Conflict of Regulations

B.4.1 In the event of any conflict between this policy and the letters patent of ESARCK or with the duly approved By-Laws of ESARCK this policy shall be subordinated to the extent of the conflict.

C. ADVISORY BOARD OF THE ENGINEERING SOCIETY

(Ref. By-Law 18)

C.1 Purpose

C.1.1 The Advisory Board will provide long term strategic planning for the Engineering Society as well as oversight and guidance for its corporate initiatives to ensure their fiscal continuity and proper management. This will be carried out with the support of alumni and faculty members.

C.1.2 The Advisory Board shall make recommendations to the Executive concerning strategic planning for the Society, the financial standings, and the proper management of the Society's corporate initiatives.

C.1.3 The Advisory Board shall make all reasonable efforts to ensure proper oversight and management of the Society's services and corporate events, including their strategic planning, financial standing, and human resource management.

C.1.4 The Advisory Board will serve as a mediating body in consultation with the Director of Human Resources regarding any human resources issues involving the Society's permanent staff, including potential discipline and/or dismissal.

C.2 Selection of Board Members

C.2.1 The Engineering Society student members shall be nominated by a Nomination Committee ratified by the Advisory Board.

- a. The Nomination Committee shall be:
 - i. The outgoing Chair of the Board
 - ii. The outgoing Deputy Chair of the Board
 - iii. The outgoing Vice President (Operations)
- b. Should a member of the Nomination Committee declare a conflict of interest, the Advisory Board shall select a new member of the committee by vote.
- c. Engineering Society student members wishing to be nominated shall be selected by the Nominating Committee via application and interview. The application and interview process shall follow *Policy Manual γ.B.5, γ.B.6, and γ.B.7*. All eligible students who apply for nomination shall be interviewed by the Nominating Committee.
- d. The Nominating Committee shall nominate any eligible candidate that demonstrates a reasonable level of qualifications, capability, and engagement with respect to the Board's duties.
 - i. At a minimum, the Nominating Committee shall nominate the number of positions plus half candidates. For example, with 5 positions, at least 8 candidates must be nominated. If there are not enough candidates to fulfill this, all candidates shall be nominated.

C.2.2 The Engineering Society membership shall elect the nominated Engineering Society student members to the Board at the Annual General Meeting. The Engineering Society student members of the Board shall be elected in the following manners:

- a. Two current student members of EngSoc shall annually be selected for a two-year term by an open interview at the Annual General Meeting.
- b. Two current student members of EngSoc shall annually be selected for a one-year term by an open interview at the Annual General Meeting.

C.2.3 The open interview shall:

- a. Include two set questions, determined in advance, by the outgoing Advisory Board.
- b. Allow any member of the Annual General Meeting to ask additional questions.

C.2.4 The Engineering Society membership shall ratify any new Faculty and Alumni members of the Board at the Annual General Meeting.

- a. At the discretion of the Chair of the Board, the Faculty and Alumni candidates may be nominated at the Annual General Meeting by an Engineering Society members or be nominated by the process seen in C.2.5.
- b. Any Faculty or Alumni candidate that is nominated at the Annual General Meeting must be present to answer questions from the Engineering Society membership, unless they have been nominated by the outgoing Chair of the Board.

C.2.5 Members of the Board must not be:

- a. Directors of the Society;
- b. Managers of Services of the Society;
- c. The Orientation Chair;
- d. The Science Formal Convener.

C.2.6 If any member of the Advisory Board were to be hired into any of the positions outlined in C.2.5 at a later date, they must step down from their position on the Advisory Board. A replacement member would be selected by the Engineering Society at a Special General Meeting. If they held a position on the Board, that position would be re-elected at the next Board meeting.

C.3 Responsibilities and Duties of the Officers of the Board

C.3.1 The Board shall be chaired by a general student member of the Board.

C.3.2 The Chair will be elected by the incoming Board members at the final meeting of the Board in March, as outlined in C.5.1.

C.3.3 The responsibilities of the Chair shall be:

- a. To call all meetings of the Board and prepare an agenda for each meeting in advance.
- b. To hold members of the Board accountable to their Board duties.
- c. To facilitate discussion during the meetings and hold votes on the business of the Board.

- d. To facilitate discussion with the Engineering Society Services and Corporate Initiatives.
- e. To act as the external representative of the Board.
- f. To be an ex-officio non-voting member of Council.
- g. To deliver an oral report pertaining to the activities of the Board to EngSoc Council, or appoint a member of the Board that is not an Executive member of EngSoc Council to speak should the Chair be unavailable.
- h. To form any subcommittees of the Board to look closer into the business of the Board.
- i. To properly transition the incoming Chair of the Board, as well as the incoming Service managers and Corporate Initiative leaders with respective to the Board.

C.3.4 The incoming Board shall elect a Deputy Chair at the final Board meeting in March. The Deputy Chair shall be a general student member of the Board.

C.3.5 The responsibilities of the Deputy Chair shall be to act in place of the Chair in their absence.

C.3.6 The responsibilities of the Faculty and Alumni members of the Board shall be to provide institutional knowledge for the Board as well as expertise in the management of business units.

C.3.7 The responsibilities of the Board Secretary shall be:

- a. To write and distribute summary notes for each meeting and distribute the minutes for each meeting.
- b. To keep records for the Board's operation, including but not limited to presentation slides and presented budgets and strategic plans.
- c. To send out communications to Board members about upcoming meetings and duties.

C.4 Standing Committees of the Board

C.4.1 There shall exist standing committees within the Advisory Board to assist it in its work. The standing committees shall be:

- a. Finance and Audit Committee
- b. Strategic Planning Committee
- c. Policy Committee

C.4.2 Only general student members of the Board shall be eligible to sit on a standing committee. Each general student member of the Board shall sit on exactly one standing committee. The Chair of the Board shall not sit on any standing committee.

C.4.3 The incoming Board members of each standing committee shall be internally elected by the incoming Board at the final meeting of the Board in March.

C.4.4 The Finance and Audit Committee shall consist of two general student members of the Board. The duties of the Committee shall be:

- a. To review the services' monthly financial statements as submitted to the Vice President (Operations) and present a summary of each statement to the Board each month.
- b. To alert the Board to deviations from budgets that may be outside the range determined by the Board during the budget approval process, as they may be revealed or anticipated as the fiscal year progresses.
- c. To provide an in-depth review of proposed budgets from each Service and Corporate Initiative before they are presented to the Board for approval.

C.4.5 The Finance and Audit Committee shall liaise with the following:

- a. The business manager for each Service;
- b. The Director of Retail Services;
- c. The Director of Educational Services;
- d. The Director of Finance;
- e. The General Manager;
- f. The Vice President (Operations);
- g. The Vice President (Finance & Administration).
- h. The Finance and Audit Committee shall be responsible for clearly defining and improving the financial processes of the Engineering Society Services.

C.4.6 The Strategic Planning Committee shall consist of two general student members of the Board. The duties of the Strategic Planning Committee shall be:

- a. To develop long term strategic plans for the Engineering Society and the Engineering Society's Corporate Initiatives. Which areas of the Society the committee focuses on in any one year shall be left to the discretion of the Board.

- b. To review and/or update previous strategic plans to ensure relevancy and a continued forecast of approximately three to five years.
- c. A draft of any new or updated strategic plans shall be presented to the Board for its approval. Any plans concerning the Society as a whole will subsequently be presented for approval to EngSoc Council.
- d. To provide an in-depth review of proposed strategic plans from each Service before they are presented to the Board for approval.
- e. Ensure each strategic plan includes at least one initiative to improve equity, diversity, inclusion, and/or environmental sustainability with respect to the Corporate Initiative.

C.4.7 The Policy Committee shall consist of one general student member of the Board. The duties of the Policy Committee shall be:

- a. To develop and maintain the Corporate and Board policies of the Society, relating to issues such as management discipline/termination, permanent staff, and compensation policies.

C.5 Responsibilities and Duties of the Board

C.5.1 The Advisory Board shall meet a minimum of seven times per academic year, including a minimum of two summer meetings, at which all members shall make every effort to attend. Over the course of the year, the following topics must be covered:

- a. Each service must present:
 - i. Operating budget and strategic plan
 - ii. Mid-year report
 - iii. Year-end report
- b. Each corporate initiative must present:
 - i. Operating budget and strategic plan
 - ii. Year-end report
- c. Each committee must present regular reports at each meeting on the activities of the committee.
- d. Any additional topics at the discretion of the Chair.

C.5.2 The final meeting of the year shall be the transition meeting. All outgoing and incoming members of the Board shall be in attendance, and the new Board Chair, Deputy Chair, and standing committee members shall be elected.

C.5.3 The responsibilities of the Board shall include:

- a. Approving the budgets and strategic plans of the Services of the Society.
- b. Approving the event plans and budgets, for the Orientation Week and Science Formal events.
- c. Reviewing the mid-year and year-end reports of the Services of the Society.
- d. Reviewing the post event reports for the Orientation Week and Science Formal events.
- e. Approving the creation of any new Services or Corporate Initiatives of the Society.
- f. Approving the elimination of any Services or Corporate Initiatives of the Society.
- g. Ensuring the consistency, transparency, and continuity of financial practices throughout the services and corporate initiatives of the Society.
- h. Approving expenditures from the Capital Fund.
- i. Communicating monthly with the Head Managers to be updated with the operations of the services and to discuss budgetary and strategic.

C.5.4 Any Board member who has a conflict of interest related to a specific discussion topic or agenda item shall remove themselves from the meeting for the duration of that topic. A conflict of interest may include:

- a. Being a staff member for the specific service.
- b. Being a volunteer for the specific corporate initiative.
- c. Any other conflict of interest, as determined by the Chair of the Board.

C.6 Rules of Order

C.6.1 The Chair of the Board shall only vote on matters of the Board in the event of a tie. Board members may abstain from any vote.

C.6.2 The Chair of the Board shall reserve the right to cut off any presenter who exceeds a time limit set in advance by the Chair.

η: Services and Corporate Initiatives

Preamble: The Services Policy covers all areas within EngSoc that provide a service to Engineering and Applied Science students or to all Queen's students and the surrounding community. All Policies relating to the operation and management of each individual service are covered within this document, unless covered in the Constitutions or Policy Manuals of those organizations. The general financial policies of EngSoc Services are outlined in θ.C.

A. MANAGEMENT CONTRACTS

A.1 Guidance Practices

A.1.1 Service manager and employee appointment must follow the proper hiring procedures, and eligibility requirements and limitations, as outlined in *Policy Section γ.B.*

A.1.2 Service manager appointments are to be ratified at the first available meeting of the Advisory Board.

A.1.3 The appropriate Hiring Committees for services are defined and outlined in *Policy Section γ.B.4.2*

A.1.4 The Director of the Service is directly responsible for ensuring all management teams sign contracts within 21 days of ratification. This contract shall state the specific terms of employment, including:

- a. Remuneration
- b. Expected behavior
- c. Responsibilities
- d. Obligation to Engineering Society
- e. Agreement to follow the Queen's Policy on Human Rights
- f. Confidentiality
- g. Termination
- h. The penalties associated with failing to meet the terms of the contract
- i. Specific powers granted to the management
- j. Specific restrictions placed upon the management
- k. Start and end dates

A.1.5 Upon signing employment contracts, the managers are then considered employees of EngSoc. The managers are responsible to the Vice President (Operations) and the Director of the Service.

A.2 Contract Termination and Suspension

A.2.1 It is the responsibility of the Vice President (Operations) to pursue the termination of a contract if it is brought to the attention of the Executive or the Director of the Service that a contract has been breached.

A.2.2 In deciding if a contract has been violated, the Vice President (Operations) must consult with:

- a. The President and the Chair of the Advisory Board.
- b. The Engineering Society Ethics policy and the Queen's Student Code of Conduct.

A.2.3 If a contract is deemed to have been violated, the Vice President (Operations) must:

- a. Inform the manager in question that they are under review for breach of contract.
- b. Ask the Chair of the Advisory Board to call a special meeting of the Board.
- c. Present the information regarding the breach and discuss the situation with the Board.
- d. The Board is to then discuss the situation and recommend a course of action to the Vice President (Operations).
- e. The Vice President (Operations) should then decide on a course of action.

A.2.4 Provided these conditions are met, the Vice President (Operations) must then inform the President, Chair of the Board, and the manager in question if termination of the contract is to occur. Documentation of the steps taken must also be provided to the Advisory Board in a confidential document.

A.2.5 If a contract is to be terminated, the Engineering Society's dismissal policy in [Section γ](#) must be followed, as well as any specific terms in the contract related to termination.

B. TRANSITIONING

B.1 Guiding Practices

B.1.1 The services transition period will be in the weeks following the hiring of the new assistant managers for the service.

B.1.2 The Director of the Service will remind all managers of the transitioning procedure by e-mail in week 12 of the Fall Term. At this point the managers will be reminded of all deadlines.

B.1.3 Each member of all management teams must submit a written operations manual to the Director of the Service by the second week of classes in January. The contents of this report should include:

- a. General job description
- b. People, committees, and major groups the manager works with
- c. Daily and weekly tasks
- d. Names, e-mails, and telephone numbers of regular contacts
- e. Specific job duties
- f. Any additional information that the current manager feels is part of their job description
- g. The service contact information
- h. The previous years' operating budget

B.1.4 A service manager may not receive any honoraria until the transition report is completed and submitted.

B.1.5 Additionally, each member of all management teams must submit a written transition manual to the Director of the Service by week 7 of classes in the winter term. The contents of this report should include:

- a. A welcome to the position
- b. Major Projects you completed this year
- c. Upcoming Projects for next year
- d. Full details of any standing contractual agreements
- e. Details of cooperative agreements and standing contracts with other services
- f. Successes and failures of the past year
- g. Current projects, and a timeline of tasks and projects completed that year
- h. Major capital purchases made during the year
- i. Existing capital savings plans and/or loans
- j. A copy of the budget with updated actuals

k. Details of unexpected expenditures

B.1.6 All transition reports are considered to be confidential documents belonging both to the Engineering Society and the corresponding Service. Access to these reports is to be determined on a case-by-case basis in consultation with both the management team and the Vice President (Operations).

B.1.7 Submission of transition reports must include three electronic copies submitted via e-mail, one to the Director of the Service one to the incoming manager and one to the Director of Internal Processes for storage.

B.1.8 The transition period for each service will start when all of the applicants have been hired and will continue until the end of the current management contracts or the end of the school year. For Science Quest, the transitioning period will conclude in December of the year following the summer.

B.1.9 The outgoing management will then actively transition the new management for the transition period. The outgoing management will remain in charge of all operational aspects of the service until the end of the school year.

B.1.10 The new management is not to be given keys, electronic access, position specific user accounts, alarm codes, safe access, confidential staff files or access to computer resources until the transition period is completed.

B.1.11 At least two meetings will be held with the new and outgoing management teams and the Director of the Service during the transition period.

B.1.12 When the transition period has elapsed, it is the responsibility of the Director of Internal Processes ensure that the new management receives their keys and that any security codes (including alarms, lock boxes and passwords) are changed and passed on to the incoming team.

B.1.13 All keys must be turned into the Director of Internal Processes and then signed for by the incoming and outgoing managers.

B.1.14 Managers are responsible for any and all costs associated with replacement of any or all hardware if the keys are lost or stolen.

B.1.15 Alarm codes are never to be shared.

C. SERVICE COMPLAINT PRACTICES

C.1 General

C.1.1 The Director of the Service is directly responsible for the discipline of service managers.

C.1.2 The head manager of a service may discipline an assistant manager, but must do so in consultation with the Director of the Service.

C.1.3 If the Vice President (Operations) and the Director of the Service have a conflict of interest or are indicated in a complaint the President shall take on the responsibility of the complaint. The Advisory Board must be notified of this change.

C.1.4 The Chair of the Advisory Board shall maintain records of all managerial disciplinary actions taken for a period of 1 year following the conclusion of a complaint. After this time all names and dates should be deleted, but records of the incident kept for future reference.

C.1.5 The managers shall maintain records of all staff disciplinary actions taken for a period of 1 year following the conclusion of a complaint. After this time all names and dates should be deleted, but records of the incident kept for future reference.

C.2 Complaint Process

C.2.1 From members at large of the Engineering Society, staff of the service, Queen's Community, and general public:

- a. Anyone, including staff, can formally write a letter to the Director of the Service or informally discuss with the Director of the Service regarding a grievance or suggesting disciplinary action against a service head manager, assistant manager, or staff member.
- b. The Director of the Service shall then review the situation and respond with the appropriate action, which can include:
 - i. Discussing the incident with the letter's author and the parties involved.
 - ii. Forwarding the complaint to the Engineering Society Advisory Board.
 - iii. Acting as an arbitrator for the situation.
- c. Any complaint regarding a service that is received by the Engineering Society Review Board will be forwarded to the Director of the Service except in cases regarding hiring in which case the Engineering Review Board will follow hiring complaint procedures.

C.3 Service Manager Discipline

C.3.1 In the event the Director of the Service chooses to deal with an informal complaint internally, they may:

- a. Chair a closed-door discussion with the interested parties.
- b. Issue a written warning to the manager in question and forward it to the Advisory Board.

C.3.2 In all cases where a complaint related to a manager is received by the Director of the Service, they must review:

- a. The manager's contract.
- b. The Engineering Society's Ethics Policy.
- c. The Queen's Code of Conduct.

C.3.3 If the Vice President (Operations) chooses to dismiss a manager, the dismissal policy in *Section γ* must be followed.

C.4 Service Staff Discipline

C.4.1 Each service is responsible for:

- a. Maintaining accurate records of all staff discipline.
- b. Performing at least one peer evaluation for all staff once per operational year.
- c. Performing at least one manager evaluation of staff once per operational year.
- d. Informing the Director of the Service of any written warnings that are given to staff members.
- e. Discussing the termination of any staff member with the Vice President (Operations) and the Director of the Service prior to informing the staff member.

C.4.2 Any staff dismissed may appeal their dismissal to the Vice President (Operations). In this case, the Vice President (Operations) will meet with the dismissed staff member and the managers separately to mediate a solution.

D. MANAGER AND STAFF EVALUATION

D.1 Staff Chat Procedure

D.1.1 The appropriate Services Officer is to perform the annual staff chat sessions and relay the information to the Director of the Service and the Director of Human Resources for documentation of feedback.

D.1.2 The Director of the Service is to act as a liaison between the service staff and service management through annual staff chats. The purpose of these discussions is to provide feedback to the managers on their performance.

D.1.3 The Director of Human Resources is responsible for the logistics and data collection in the staff chat process.

D.1.4 The Director of the Service is responsible for providing feedback to the management team.

D.1.5 All comments made in sessions or on the online evaluation form are strictly confidential and are not to be repeated verbatim to any manager. This must be made clear to the service staff and management before evaluation begins.

D.1.6 The Director of Human Resources will act as a mediator for staff chat sessions.

- a. The staff will be sent an online evaluation form for their specific management team based off the Staff Chat Evaluation Questionnaire (SCEQ).
- b. The SCEQ must be placed in an appendix of the Director of the Service transition report and should be reviewed at minimum once per year.
- c. The mediator will then facilitate a discussion of the management as a whole, asking for general feedback on their performance. Topics for discussion are suggested in the Staff Chat Evaluation Questionnaire. Discussion can shift to individual managers at the discretion of the Director.
- d. Staff shall be encouraged to request an individual meeting with the Director of Human Resources if they would like a private staff chat. These meetings are also to be confidential. The Director of Human Resources will make times available when the SCEQ is filled out.

D.1.7 The management should also be provided with a copy of this form to fill out as a self-evaluation.

D.1.8 Within one week of having met with all staff from a service, the Director of Human Resources must tabulate the results of the evaluation forms and produce a report for each manager. The Director of the Service will then meet with each manager individually to provide feedback.

- a. The Vice President (Operations) shall be included in an individual manager meeting if any issues arise at the discretion of the Director of the Service.

D.1.9 Any reports or tallies produced during staff chats are confidential documents.

D.2 Peer to Peer Manager Feedback

D.2.1 The Services Officer is to facilitate peer to peer manager evaluation.

D.2.2 This evaluation should consist of:

- a. A comment form to be given to each manager to provide feedback to each member of the management team.
- b. A meeting with each manager individually to discuss their experiences with the management team thus far.

D.2.3 All comments made in sessions or on comment forms are confidential and are not to be repeated verbatim to any manager.

- a. All information obtained from evaluation must be relayed to the Director of Human Resources.

D.2.4 The Director of Human Resources and their HR Officers are to prepare summaries for each manager containing the feedback provided from these forms and discussions. The Services Officer and the Director of the Service will present them in the form of a discussion them to the managers individually.

- a. If there is a reasonably large problem the discussion will also include the Vice President (Operations).

D.3 Staff Performance Reviews

D.3.1 Any Engineering Society Service management team that supervises paid staff is to compile staff evaluations and complete face to face reviews of said evaluations with the staff a minimum of once a semester.

D.3.2 The procedure of these evaluations is at the discretion of the head manager with consultation of the Director of Human Resources.

D.3.3 The purpose of these meetings is to provide feedback to staff on their performance and to be used as an employee performance record if the staff seeks rehire.

D.3.4 The performance reviews for staff seeking rehire with a service will be made available to the incoming management team of that service for the purpose of rehire.

- a. These evaluations will be kept in secure file storage by the respective service for no less than three (3) years.

E. CAMPUS EQUIPMENT OUTFITTERS (CEO)

E.1 Purpose

E.1.1 The purposes of this service are:

- a. To order and distribute Applied Science Jackets (GPAs) according to the guidelines set down in *By-Law 11* pertaining to the style of the jacket and to oversee the vote to choose the Year Crest for the First Year students.
- b. To provide services to any club, group or committee within Queen's or any external group that wishes to order clothing, caps, mugs, stickers, or other paraphernalia.
- c. To provide engineering merchandise.

E.2 Organization

E.2.1 Management

- a. The CEO managers shall be chosen as outlined in *Policy Section γ.B.*
- b. The CEO management team may include, but are not limited to, the following (subject to financial feasibility):
 - i. The Head Manager
 - ii. The Sales Manager(s) (Assistant)
 - iii. The Marketing and Design Manager (Assistant)
 - iv. The Operations and Business Manager

E.2.2 Staff

- a. The staff of the service shall be hired by the managers as stipulated in *Policy Section γ.B.*

E.3 Duties

E.3.1 The Head Manager

- a. The Head Manager shall be responsible to the Director of Retail Services.
- b. The Head Manager shall be responsible for:
 - i. Maintaining a clean and professional workspace within the office and in the surrounding area.
 - ii. Public relations for Campus Equipment Outfitters and acting as liaison to the Engineering Society Executive, Advisory Board, and the University Administration.

- iii. Coordinating and supervising the Assistant Managers and other volunteers.
- iv. Overseeing staff discipline and training.
- v. Overseeing the long-term planning of Campus Equipment Outfitters and presenting an annual budget and strategic plan in June to the Engineering Society Advisory Board.
- vi. Updating the Advisory Board regarding the operations of the store regularly throughout the academic year.
- vii. The Chairing of manager meetings.
- viii. Maintaining regular inventory control and recording & reporting waste.
- ix. Coordinating jacket fittings including talking to the Clark Hall managers about using the pub space, recruiting volunteers including the First Year Executive, and ensuring all materials are purchased beforehand.
- x. Going over the jacket list with the assistant managers.
- xi. Any additional duties as detailed by the Head Manager Operations Manual.

E.3.2 Sales Manager(s)

- a. The Sales Manager(s) shall be responsible to the Head Manager and the Director of Retail Services.
- b. The Sales Manager(s) shall be responsible for:
 - i. Ordering all inventory.
 - ii. Maintaining, understanding, and updating all internal operational policy manuals.
 - iii. Maintaining the existing equipment for the store.
 - iv. Handling all custom order interactions with both the client and the supplier.
 - v. Submitting the designs and orders to suppliers.
 - vi. Issuing invoices to clients.
 - vii. Scheduling the jacket fittings with the supplier.
 - viii. Any additional duties as detailed by the Sales Manager Operations Manual.

E.3.3 Design and Marketing Manager

- a. The Design and Marketing Manager shall be responsible to the Head Manager and the Director of Retail Services.
- b. The Design and Marketing Manager shall be responsible for:
 - i. The overall image of the service.
 - ii. Completing a yearly marketing plan.
 - iii. General aesthetics of store including signage, uniforms, and store layout, in consultation with the management team.
 - iv. All marketing initiatives, advertising plans and events.
 - v. Updating and maintaining the store website.
 - vi. Creating or updating client designs as requested by the Sales Manager.
 - vii. Any additional duties as detailed by the Design and Marketing Operations Manual.

E.3.4 Operations Manager

- a. The Operations Manager shall be responsible to the Head Manager and the Director of Retail Services.
- b. The Operations Manager shall be responsible for:
 - i. Reconciling in-stock inventory with the computerized point-of-sale (POS) inventory on the last day of each month.
 - ii. Maintaining the Campus Equipment Outfitters fiscal financial records within the Engineering Society Bank Account, run in accordance with the policy outlined in *Policy 0.D.3*
 - iii. Preparing and submitting payroll.
 - iv. Submitting monthly operating statements to the Bookkeeper and Vice President (Operations).
 - v. Mailing the jacket cheques so that they arrive on time.

E.3.5 Staff

- a. Staff shall be responsible to the managers and the Director of Retail Services.
- b. Staff are responsible for:
 - i. Arriving at least 10 minutes early for each shift.
 - ii. Working all scheduled shifts or finding a replacement for the shift if unable to fulfill it.
 - iii. Having full knowledge of the inventory and point of sale systems.

- iv. Being comfortable and familiar with all aspects of product and promotional initiatives.
- v. Maintaining the cleanliness of the full Campus Equipment Outfitters uniform and wearing the uniform to all shifts, as well as maintaining a clean personal appearance.
- vi. Upholding the image and standards of Campus Equipment Outfitters while in uniform, including not wearing any part of the uniform when not on shift.
- vii. Understanding and abiding by the Engineering Society ethics Policy.

E.4 Operations

E.4.1 Applied Science Jackets (GPAs)

(Ref. By-Law 12)

- a. The official GPA shall be styled as stated in the Constitution under *By-Law 12*.
- b. The jacket manufacturer will follow the above guidelines pertaining to the colour of the jacket, the lettering and numerals on the jacket, the lining, and the year crest placement.
- c. Additions and alterations to GPAs may be made at the discretion and expense of the wearer.
- d. Additional year crests will be ordered by CEO to supply Clark Hall Pub and future transfer students.
- e. The supplier will be re-evaluated at the end of each year. The contract will be signed by the supplier, Vice President (Operations), and the CEO Head Manager.
- f. Any faculty outside the Faculty of Engineering and Applied Science who wishes to order jackets through CEO must have a written agreement between that faculty and CEO. CEO must have a separate contract with the jacket supplier for each faculty who is purchasing through CEO.
- g. The contract with the supplier will state that the design of the jacket belongs to the Engineering Society. Additionally, the contract will have a stipulation that delivery of the jackets will occur at least one day prior to the end of the December examination period for first year students.
- h. CEO will make available, and widely publicize one date in late September or early October, when the First Year students will be able to try on different sizes of jackets, as supplied by the jacket manufacturer,

and place orders. Clark Hall Pub may be reserved (with permission) for this purpose.

i. It is required that full payment is provided upon ordering of the jacket, and a receipt will be issued to the buyer at this time.

j. Pricing will be done in order to cover all costs while remaining as low as possible.

k. Distribution of jackets to first year students must be conducted prior to their last exam in December when possible.

l. The Year crest shall be designed by a First Year student and chosen by vote. The vote will be conducted by the Director of First Year in consultation with the CEO Managers. The designer of the winning crest shall receive their GPA free of charge.

m. The design and colouring of the year crest must be as described in *By-Law 12.D*

n. It is the responsibility of CEO to maintain record of the past years' crests to the best of their ability. This includes all year crests that hang in Clark Hall Pub.

E.4.2 Campus Equipment Outfitters External Services

a. CEO will make available the option to use CEO services for ordering of goods. These services include, but are not limited to, the selection of a supplier, ordering and receiving goods, artwork, and distribution.

b. A list of contacts shall be maintained for all purchases made, including comments concerning quality of the service received, quality of the product, and prices involved. This list shall be passed on every year in each transition report.

E.4.3 Campus Equipment Outfitters Society Services

a. The official EngSoc Logo shall not be used on items of low quality.

b. Campus Equipment Outfitters may not reproduce any logo, or any trademark, without the expressed consent of the parties involved.

E.4.4 CEO Refund and Exchange Policies

a. CEO does not offer any refunds or exchanges on the sales of jackets. At the time of sale of jackets, all customers must pay the full amount for their jackets with the correct sizing info. Any alterations to the sizing must be notified to CEO immediately with the appropriate receipt, and any submissions of sizing changes to the jacket manufacturer will be upon the discretion of the CEO Head Manager. If a paid jacket is not

picked up within a year of purchase, CEO has the right to resell that jacket and the previous owner relinquishes all ownership over said jacket.

b. There are no exchanges or refunds on any CEO general merchandise, as all sales are final.

c. Once the purchaser has received merchandise in good condition and has left the premises, CEO is not responsible for any third-party damage.

F. SCIENCE QUEST

(Ref. By-Law 11.C)

F.1 Purpose

F.1.1 The Engineering Society shall hold an annual summer program for children to be entitled “Science Quest.”

F.1.2 The Objectives of the program shall be:

- a. To offer a program to children of elementary school age in the Kingston area which will foster and stimulate in them an interest and appreciation for science, engineering, and technology.
- b. To provide the opportunity for all children to experience science firsthand regardless of background, aptitude, or gender.
- c. To provide programming for participants regardless of their financial situation or academic background.
- d. To provide role models in science and particularly engineering.
- e. To introduce university to children as a non-threatening institution, by exposing them to the engineering laboratories and facilities at Queen’s.

F.2 Organization

F.2.1 Managers

- a. The Science Quest Manager team may include, but are not limited to, the following (subject to financial feasibility):
 - i. Head Director
 - ii. Business and Operations Director (Assistant)
 - iii. Marketing and Materials Director (Assistant)

F.2.2 Staff

- a. The size and structure of the staff shall be up to the discretion of the Managers in consultation with the Vice President (Operations) and Director of Educational Services.
- b. The staff may include, but are not limited to, the following:
 - i. 10-week Summer Instructors
 - ii. 16-week Summer Instructors

F.3 Duties

F.3.1 Head Director

- a. The Head Director shall be responsible to the Director of Educational Services.
- b. The Head Director shall:
 - i. Maintain a clean and professional workspace within the office and in the surrounding area.
 - ii. Oversee all aspects of Science Quest operations and plan for the service's future.
 - iii. Prepare and submit an annual budget, strategic plan, and capital plan for the Engineering Society Advisory Board.
 - iv. Provide general direction and supervision to the assistant managers and the staff.
 - v. Be responsible for the scheduling of staff.
 - vi. Be responsible for the scheduling of staff and workshops during the summer.
 - vii. Act as a liaison with key contacts including but not limited to: the Faculty of Engineering and Applied Science; Keys Summer Job Placement; Canada Summer Jobs; Student Work; and Education Placement.
 - viii. Be responsible for sanctioning.
 - ix. Provide customer service to parents, customers, or anyone inquiring about Science Quest.
 - x. Complete all additional jobs as stated by the Head Director Operations Manual.

F.3.2 Business and Operations Manager

- a. The Business Director shall be responsible to the Head Manager and the Director of Educational Services.
- b. The Business Director shall:

- i. Prepare and execute the annual budget in consultation with the Science Quest Head Director.
- ii. Be responsible for updating actuals throughout the operating year.
- iii. Work with the other Directors to prepare and submit strategic and capital plans for the Advisory Board.
- iv. Be responsible for obtaining any proof of insurance required.
- v. Complete month-end reports for all months of operation.
- vi. Complete all daily business duties including creation of receipts, deposits and cheque requisitions.
- vii. Ensure all paperwork is filled out for any wage subsidies.
- viii. Ensure payroll is entered properly for all staff.
- ix. Respond to any payment issues that need to be handled.
- x. Be responsible for handling childcare and camp forms during camp operations.
- xi. Complete all room bookings for Science Quest operations.
- xii. Oversee the operations of the lunch and bus programs during camp.
- xiii. Complete all additional jobs as stated by the Business and Operations Manager Operations Manual.

F.3.3 Marketing and Materials Manager

- a. The Marketing and Materials Manager shall be responsible to the Head Manager and the Director of Educational Services.
- b. The Workshops Director shall:
 - i. Work with the other Managers to prepare and submit strategic and capital plans for the Engineering Society Advisory Board.
 - ii. Be responsible for the promotion and marketing of Science Quest.
 - iii. Be responsible for the Science Quest Instagram page.
 - iv. Coordinate between sponsors and their affiliations with Science Quest.
 - v. Ensure materials are purchased for camps.
 - vi. Order Science Quest merchandise and camp uniforms for staff.
 - vii. Oversee the Leaders-in-Training program at camp.
 - viii. Plan and execute a yearly marketing plan.

F.3.4 Summer Instructors

- a. The summer instructors shall be responsible to the Managers.
- b. The summer instructors shall:

- i. Attend training delivered by the Directors.
- ii. Help with the development of camp programming.
- iii. Deliver programming.
- iv. Complete all additional jobs as stated in their contracts and as requested by Managers.

F.4 Operations

F.4.1 Science Quest Workshops

- a. Science Quest shall run 2 months of workshops in May and June of each year as well as any other times that are requested.
- b. These workshops will be aimed at elementary and middle school children in the surrounding area within reasonable driving distance.
- c. The schools will be required to pay for the services provided unless an agreement is reached beforehand.
- d. They will be delivered by staff hired during the school year.

F.4.2 Science Quest Camp

- a. Science Quest shall run as many weeks of Summer camp as there are weeks of Summer break granted to elementary students in July and August of each year.
- b. This camp will be run for children in kindergarten to grade 8.
- c. The camp will take place on Queen's Campus, preferably in the Integrated Learning Centre.

F.4.3 All Directors and staff must complete a formal police record check including screening for working with the vulnerable sector before being allowed to work at Science Quest. Any applicant who has previous problems involving those in the vulnerable sector may not be hired by Science Quest.

F.4.4 The safety of all participants including campers is the first priority at all times. All activities must be approved by Queen's Health and Safety and proper instruction must be given to staff and campers.

F.4.5 No staff may be alone with a single child at any time. There must always be a group of three or more people present. Campers are not to be left unsupervised and must be escorted back to the group immediately.

G. GOLDEN WORDS

(Ref. By-Law 11.D)

G.1 Purpose

G.1.1 Golden Words is the weekly campus newspaper published by the Engineering Society. Its primary purpose is to supply a source of humorous entertainment for the university community.

G.1.2 Golden Words also serves as a means of communication for the Engineering Society, providing information, news, and coverage of campus and/or engineering related events.

G.1.3 Golden Words is owned and published by the Engineering Society. Students from any school, faculty or discipline may contribute to the paper or its production.

G.2 Organization

G.2.1 Hired Positions:

- a. The Executive of Golden Words shall be chosen as outlined in *Policy Section γ.B*.
- b. The Golden Words Executive may include, but are not limited to, the following (subject to financial feasibility):
 - i. Two editors
 - ii. Business Manager
 - iii. Marketing Manager
 - iv. Distribution Manager

G.2.2 Other Positions:

- a. The Executive shall have the sole authority for the appointment of Golden Words staff.
 - i. The editors will hire all staff under their portfolio.
 - ii. The Business and Marketing Manager may help the editors hire general staff.

G.3 Duties

G.3.1 The editor(s):

- a. The editors shall be responsible to the Director of Retail Services and the Vice President (Operations) of EngSoc for the published content of Golden Words.
- b. The editors shall:
 - i. Be responsible for the content of the paper.
 - ii. Maintain a clean and professional workspace within the office and in the surrounding area.

- iii. Appoint and supervise all staff.
- iv. Define editorial policy and ensure that it is abided by.
- v. Present editorial policy for approval by the Vice President (Operations).
- vi. Approve all content in the paper.
- vii. Ensure that at least one editor is present at press night.
- viii. Work with the remainder of the Executive to prepare and submit an annual budget and strategic and capital plans for the Engineering Society Advisory Board.
- ix. Work with the remainder of the Executive to discuss and execute any changes or renewals of the student fee.
- x. Hold office hour upon request.
- xi. Complete all additional jobs as stated by the Editor Transition Manual

G.3.2 The Marketing Manager:

- a. The Marketing Manager shall be responsible to the Editors.
- b. The Marketing Manager shall:
 - i. Prepare and execute the annual budget for Golden Words in consultation with the Business Manager.
 - ii. Complete a yearly marketing plan.
 - iii. Be responsible for promoting the paper and special events.
 - iv. Supervise the solicitation, procurement, production, billing and collection of advertisements.
 - v. Appoint and supervise all staff under their portfolio.
 - vi. Complete all additional jobs as stated by the Marketing Manager Transition Manual

G.3.3 The Business Manager:

- a. The Business Manager shall be responsible to the Director of Retail Services.
- b. The Business Manager shall:
 - i. Prepare and execute the annual budget for Golden Words together with the Marketing Manager.
 - ii. Appoint and supervise all staff under their portfolio.

- iii. Work with the remainder of the Executive to prepare and submit an annual budget and strategic and capital plans for the Engineering Society Advisory Board.
- iv. Work with the remainder of the Executive to discuss and execute any changes or renewals of the student fee.
- v. Be responsible for special events held or hosted by Golden Words.
- vi. Complete all additional jobs as stated by the Business Manager Transition Manual.

G.3.4 The Distribution Manager

- a. The Distribution Manager shall be responsible to the Editors.
- b. The Distribution Manager shall be responsible for the distribution of Golden Words

G.4 Operation

G.4.1 Golden Words shall publish on a weekly basis over the course of the Fall and Winter terms.

G.4.2 The editors will establish an editorial policy prior to their first issue in September. The Vice President (Operations) will ensure this policy reflects and agrees with the EngSoc Constitution, By-Law, and Policy Manual.

G.4.3 Golden Words must be operated in accordance with the editorial policy as determined by the editors at the beginning of their term. All content published in Golden Words must be approved by the editors.

G.4.4 Each issue of Golden Words (with the possible exception of parodies) will contain the Golden Words logo, the name of the paper, the volume number, the issue number, and the date.

G.4.5 Each issue, including parodies, must contain the masthead. Although, the titles of the positions outlined in the masthead may be changed, the title of editor(s), the name(s) of the editor(s), the process to file a formal complaint, and the notice must be clearly stated.

G.4.6 The masthead shall include the following statement: *Informal comments or complaints should be sent to the editors at eds@goldenwords.net. Any formal complaints or issues will be forwarded to the Chair of the Engineering Society Advisory Board. Please contact <name of Chair of the Advisory Board> at board@engsoc.queensu.ca to lodge a formal complaint or comment. The opinions published in the paper are not necessarily those of the Engineering Society of Queen's University or of any other university body.*

G.4.7 Each issue of Golden Words must contain a current phone number and e-mail address that potential clients can contact for advertising.

G.5 Complaints

G.5.1 In the event of a contradiction, this section shall supersede the complaint policy outlined in *Policy η.C*

G.5.2 Complaints regarding the content of Golden Words may either be formal or informal. All formal complaints shall be, as indicated in the masthead of each edition of Golden Words, directed to the Chair of the Engineering Society's Advisory Board and forwarded to the editors.

G.5.3 All complaints received by the Chair of the Advisory Board shall be considered formal (unless otherwise stated in the complaint). All complaints received by the editors shall be considered informal (unless otherwise stated in the complaint or if the complaint is also forwarded to the Chair of the Advisory Board).

- a. All complains not submitted via email, letter, or verbally shall be considered informal.

G.5.4 Formal and informal complaints must be acknowledged via e-mail or phone within 48- hours of their receipt. Formal complaints shall be acknowledged by the Chair of the Advisory Board. Informal complaints shall be acknowledged by the editors. In both cases the Vice President (Operations) and the Director of Retail Services will be notified by either the Chair of the Board or the editors within 48 hours. An acknowledgement must include an outline of the complaints process.

G.5.5 Informal complaints may be written or verbal. If received by the editors they will be forwarded to the Director of Retail Services and Vice President (Operations) and dealt with on a case-by-case basis. However, all persons making complaints shall be informed of their right to file a formal complaint to the Engineering Society Advisory Board.

G.5.6 The editors shall keep a complaint log containing an archive of all correspondence related to the resolution of a complaint (both formal and informal). In the case of verbal correspondence, the editors shall note (at minimum) the time, date, and a summary of the conversation.

G.5.7 The editors shall attempt to resolve all formal and informal complaints.

- a. Upon request the editors of Golden Words will arrange an in-person meeting with the complainant to discuss the material in question and possible resolutions moving forward.

- i. The editors will note all meetings with the complainant(s) in the complaint log and will inform the Chair of the Advisory Board of all such meetings. The Director of Retail Services and Vice President (Operations) will be included in all meetings and correspondence with the complainant.
- b. Upon request the editors of Golden Words will provide their reasoning for including the content in question in the paper.
- c. If, upon reflection on their editorial policy, the editors decide that the material in question was indeed inappropriate to publish they will consider the following remedies contingent on the severity of the content's inappropriateness:
 - i. A formal apology to the complainant
 - ii. A public apology for the content to be included in the following issue.
 - iii. A retraction of the content to be included in the following issue.
 - iv. In extreme cases, a retraction of the issue from circulation within 48 hours of a formal resolution being reached. For online content, the retraction will take place within 24 hours.
 - v. Other remedies may be considered with approval from the Director of Retail Services and the Vice President (Operations).
- d. A formal complaint will be considered resolved when:
 - i. The complainant(s) and editors agree to a formal resolution which is then completed by the editors.
 - ii. The complainant(s) fail to respond within 5 days of the editors' last response.
- e. The editors will also inform Chair of the Advisory Board who will then inform the entire Advisory Board membership of the resolution of a complaint and any formal agreements made with the complainant(s).

G.5.8 The editors will respond to formal and informal complaints within a week. If the editors cannot resolve a formal or an informal complaint within a week of the complaint's receipt, the following process shall be followed:

- a. The Chair of the Advisory Board shall call a special meeting of the Advisory Board.
- b. This meeting shall convene within 72 hours of its calling.

c. The Engineering Society Advisory Board shall convene according to the rules of order in policy and shall recommend on a course of action according to its powers.

G.5.9 If a formal or an informal complaint has not been resolved within a week, but both the complainant and editors do not wish the Engineering Society Advisory Board to be convened, then they shall do so and keep the Board Chair informed on a weekly basis on the status of the complaint. The Chair of the Advisory Board will keep the remaining Advisory Board members up to date on the status of the complaint.

G.5.10 The Chair of the Advisory Board shall present all of the Board's recommendations to the complainant within 24 hours of a Board meeting adjourning.

G.5.11 All recommendations of the Advisory Board shall be recorded in a brief document, authored by the Chair of the Advisory Board, which summarizes the deliberations of the Advisory Board and presents the rationale for its recommendation.

G.5.12 Recommendations within the scope of the Advisory Board are:

- a. Dismissal of the complaint.
- b. To mandate changes in Golden Words Editorial Policy.
- c. To mandate a correction, retraction or apology printed in Golden Words.
- d. Letter of sanction of the editors.
- e. Recommend to the Vice President (Operations) and Director of Retail Services to immediately suspend the Editor(s) for a period of two weeks.
Suspended editors:
 - i. May not act in any official capacity for Golden Words.
 - ii. May not attend Press Nite™, Masthead, or any other Golden Words related activities.
- f. Recommend to the Vice President (Operations) and Director of Retail Services to remove the Editor(s) from their positions.

G.5.13 In the event that the Advisory Board recommends the removal of an Editor,

- a. The Vice President of Operations and the Director of Retail Services have 12 hours to respond to the recommendation.
- b. If the Vice President of Operations and the Director of Retail Services take the recommendation to suspend/remove the editors;

- i. The removal shall take effect immediately.
- ii. The editor may not act in any official capacity for Golden Words.
- iii. The editor may not attend Press Nite™, Masthead or any other Golden Words related activities for a period determined by the Advisory Board.
- iv. The Chair of the Advisory Board shall produce a written statement documenting the process and justification of the removal of the Editor.
- v. A new editor may be hired at the discretion of the Vice President (Operations) and the Director of Retail Services.

G.5.14 In the event that Golden Words has no acting editors due to suspension or removal by the Advisory Board, a plan of operations must be determined in consultation with the Vice President (Operations). This plan may include, but is not limited to, the following:

- a. The Business and Marketing manager will oversee the production of the paper with the assistance of the Vice President (Operations), President, Director of Retail Services, and Senior Writers.

G.5.15 If the editors of the paper, the complainant and Advisory Board cannot reach a mutually satisfactory resolution the complainant is welcome to file a Non-Academic Misconduct complaint with the AMS.

G.6 Editorial Policy Guidelines

G.6.1 Editors will be responsible for developing an editorial policy which will guide their decisions. This policy will be made freely available upon request.

G.6.2 The Engineering Society is allowed to put finished content into any issue at no cost. This allowance is subject to size, content, and time constraints at the discretion of the editors.

G.6.3 All other areas are left up to the discretion of the editor(s) subject to approval by the Advisory Board.

G.7 Change of Executive

G.7.1 At the end of each school year, a new Executive of Golden Words will be hired.

G.7.2 The incoming Executive shall be responsible for Golden Words after the publication of the second last issue of the Spring term.

G.7.3 The second last edition of Golden Words of the Spring term, although officially the responsibility of the outgoing Executive, shall be a shared paper, with the old Executive instructing the new Executive on the management and production of Golden Words.

G.7.4 Each outgoing Executive member must ensure that the new Executive is capable of fulfilling and assuming their duties by the second last transition issue.

H. CLARK HALL PUB

(Ref. By-Law 11.B)

H.1 Purpose

H.1.1 Clark Hall Pub's aim is to provide a welcoming establishment for the Queen's University community.

H.1.2 They will hold weekly events, such as Ritual that bring the community into a common area.

H.1.3 They will also be available for private bookings.

H.2 Organization

H.2.1 The Clark Hall Pub management team may include, but are not limited to, the following (subject to financial feasibility):

- a. Head Manager
- b. Marketing and Entertainment Manager (Assistant)
- c. Operations Manager (Assistant)
- d. Business Manager (Assistant)

H.2.2 Staff

- a. The size and structure of the staff shall be up to the discretion of the managers in consultation with the Vice President (Operations) and Director of Retail Services.

H.3 Duties

H.3.1 Head Manager

- a. The Head Manager shall be responsible to the Director of Retail Services of the Engineering Society.
- b. The Head Manager shall be responsible for:
 - i. Maintaining a clean and professional workspace within the office and in the surrounding area.
 - ii. Applications for license extensions for all patio events.
 - iii. The operational procedures of the pub in accordance with the Liquor License agreement with the License Holder.

- iv. The coordination and supervision of the Assistant Managers and other Clark Hall Staff unless otherwise detailed in the policy manual.
- v. Staff hiring, discipline, and training.
- vi. Acting as a liaison between the pub and the AMS.
- vii. Presenting an annual budget and strategic plan in June to the Engineering Society Advisory Board.
- viii. The upkeep of Clark Hall Pub, including maintenance, repairs, and cleaning, Chairing staff meetings.
- ix. Assisting with the selection of the assistant managers.
- x. Complete all additional jobs as stated by the Head Manager Operations Manual.

H.3.2 Marketing and Entertainment Manager

- a. The Marketing and Entertainment Manager shall be responsible to the Head Manager and the Director of Retail Services.
- b. The Marketing and Entertainment Manager shall be responsible for:
 - i. All entertainment and events in the pub.
 - ii. Booking of events in the pub.
 - iii. Scheduling DJs.
 - iv. Maintenance of the entertainment equipment.
 - v. Assisting with the hiring of new staff.
 - vi. Producing advertising in the form of posters, newspaper advertisements, or other media as needed.
 - vii. Working with the other managers to introduce promotional deals.
 - viii. Ensure that the Pub's website is regularly updated and adhering to the standards set by Queen's IT Policy.
 - ix. Assisting with the hiring of new staff.
 - x. Complete all additional jobs as stated by the Marketing and Entertainment Manager Operations Manual.

H.3.3 Operations Manager

- a. The Operations Manager shall be responsible to the Head Manager and the Director of Retail Services.
- b. The Operations Manager shall be responsible for:
 - i. Ordering all inventory.
 - ii. Paying all Cash on Delivery (COD) bills.

- iii. Maintaining regular inventory control.
- iv. Reconciling in-stock inventory with computer inventory on the last day of each month.
- v. Scheduling of all bartenders and servers for both regular pub operation and special events.
- vi. Assisting with the hiring of new staff.
- vii. Complete all additional jobs as stated by the Operations Manager Operations Manual.

H.3.4 Business Manager

- a. The Business Manager shall be responsible to the Head Manager and the Director of Retail Services.
- b. The Business Manager shall be responsible for:
 - i. Maintaining the pub's fiscal records in accordance to the procedures outlined in 0.D.3
 - ii. The daily deposits of all receipts from sales.
 - iii. The payroll and employee records.
 - iv. Submission of monthly operating statements to the Vice President (Operations) within seven (7) days of the end of the month.
 - v. Producing weekly gross sales and profit/loss reports for management meetings.
 - vi. Assisting with the hiring of new staff.
 - vii. Complete all additional jobs as stated by the Business Manager Operations Manual.

H.3.5 The staff shall be divided into two groups: Bar Staff and DJ's.

- a. Bar Staff
 - i. Staff shall be hired to operate the area behind the bar and the floor area with seated patrons.
- b. DJs
 - i. DJs shall be employed as staff to provide entertainment for Clark Hall.

H.4 Operations

H.4.1 Clark Hall Pub will regularly operate three times weekly. This includes a shift Wednesday night, Thursday night, and Friday afternoon.

H.4.2 Clark Hall Pub will also be available for private bookings on any other night on a first come first served basis.

I. INTEGRATED LEARNING CENTRE CONSTABLES, ICONS

I.1 Purpose

I.1.1 The Society will maintain a student staff for the Integrated Learning Centre to keep the building open at hours beyond those of regular operation.

I.1.2 The Integrated Learning Centre Constables will provide access to equipment and facilities of the Integrated Learning Centre in the absence of the regular technical staff. They will be provided with keys to the laboratory spaces and primary equipment storage room, and I-button access to the classrooms that are so equipped.

I.1.3 The only action to be taken in the event of an apparent security problem is to call campus security.

I.1.4 The Integrated Learning Centre Constables will be comprised entirely of members of the Engineering Society.

I.2 Organization

I.2.1 There shall be one Head Manager for the Integrated Learning Centre Constables.

- a. The Head Manager must be a current undergraduate engineering student at Queen's University. The head manager must have completed at least two (2) years of university study at the time of hiring.

I.2.2 Staff

- a. The Engineering Society shall employ staff to operate the iCons and perform duties as assigned by the Head Manager.
- b. The number of the staff is to be decided by the iCon Head Manager in consultation with the faculty, the Director of Educational Services and the Vice President (Operations).
- c. The makeup of the staff is strictly limited to undergraduate engineering students.
- d. The hiring of the staff shall be as follows:
 - i. The hiring of staff shall be carried out by the Head Manager, the Director of Educational Services, and one other member.

I.3 Duties

1.3.1 The Head Manager shall:

- a. Be responsible, in general, for the operational aspect of the Integrated Learning Centre Constables and its employees.
- b. Be responsible for the following:
 - i. Maintaining a clean and professional workspace within the office and in the surrounding area.
 - ii. Public relations for the iCons and acting as liaison to the Engineering Society Executive, Council, and the University Administration.
 - iii. Coordinating and supervising the iCons Staff unless otherwise detailed in the policy manual.
 - iv. Staff discipline and ensuring that all staff are properly trained.
 - v. Patron discipline and acting as liaison between the Engineering Society, the AMS, and the Faculty of Engineering and Applied Science
 - vi. Monitoring and helping to set policies for short and long term finances with the Integrated Learning Centre Offices.
 - vii. Presenting an annual budget in June to the Advisory Board.
 - viii. Hiring of staff.
 - ix. Chairing staff meetings.
 - x. Scheduling of all staff working hours and meetings.
 - xi. The long range planning of the iCons Service.
 - xii. All financial records.
 - xiii. Complete all additional jobs as stated by the Head Manager Operations Manual.

1.3.2 Full-Time Constables shall:

- a. Have a regularly scheduled weekly shift.
- b. Have the opportunity to work additional shifts on an individual basis due to the inability of a Full-Time Constable to attend their assigned shift.
- c. Be required to work at minimum one shift during the final week of classes and three shifts during the exam period, of both the Fall and Winter terms.

1.3.3 Part-Time Constables shall:

- a. Have the opportunity to work shifts on an individual basis due to the inability of a Full-Time staff member to attend their assigned shift.

- b. Be required to work at minimum one shift during the final week of classes and three shifts during the exam period, of both the Fall and Winter terms.

I.4 Operations

- I.4.1 The iCon service will be an aide to keep the ILC open after regular operating hours.
- I.4.2 They will provide other services such as allowing access to specific rooms and loaning out equipment on a first come first served basis.

J. THE TEA ROOM

J.1 Purpose

- J.1.1 The Engineering Society shall operate a café in Beamish-Munro Hall named The Tea Room.
- J.1.2 The Tea Room is an environmentally friendly and socially conscious supplier of foodstuffs including, but not limited to, coffee, tea, and baked goods.
- J.1.3 The Tea Room must always strive to adhere to the Three Pillar Vision of the service: education, environmental sustainability, and a sustainable business model.

J.2 Organization

- J.2.1 The Team Room management team may include, but are not limited to, the following (subject to financial feasibility):
 - a. The Head Manager
 - b. The Operations Manager (Assistant)
 - c. The Business Manager (Assistant)
 - d. The Marketing, Environmental and Events Manager (Assistant)

J.3 Duties

- J.3.1 Head Manager
 - a. The Head Manager shall be responsible for all operational aspects of The Tea Room and its employees.
 - b. The Head Manager shall be responsible for:
 - i. Maintaining a clean and professional workspace within the office and in the surrounding area.

- ii. Public relations for the Tea Room and acting as liaison to the EngSoc Executive, Advisory Board, and the University Administration.
- iii. Coordinating and supervising the Assistant Managers and other Tea Room Staff unless otherwise detailed in the policy manual.
- iv. Overseeing staff discipline and training.
- v. Enforcing patron discipline and acting as liaison between the store and the iCon service.
- vi. Overseeing the long-term planning of the Tea Room and presenting an annual budget and strategic plan in September to the Engineering Society Advisory Board.
- vii. Updating the Advisory Board regarding the operations of the store regularly throughout the academic year.
- viii. Coordinating upkeep of the Tea Room, including maintenance, repairs, and cleaning with the ILC management.
- ix. The Chairing of staff meetings.
- x. Administering staff pod groups.
- xi. Facilitating scheduling, staff shift switches, and staff appreciation & events.
- xii. Ensuring adherence to Ontario Health & Safety laws along with the Operations Manager.
- xiii. Completing all additional jobs as stated by the Head Manager Operations Manual.

J.3.2 Operations Manager

- a. The Operations Manager shall be responsible for:
 - i. Ordering all inventory and maintaining strong supplier relationships.
 - ii. Maintaining regular inventory control and recording & reporting waste.
 - iii. Maintaining the existing equipment for the store.
 - iv. Planning and executing catering orders.
 - v. Coordinating with the Head Manager and Business Manager for modifications to pricing and costing strategies.
 - vi. Ensuring adherence to Ontario Health & Safety laws along with the Operations Manager.

- vii. Any additional duties as detailed by the Operations Manager Operations Manual.

J.3.3 Business Manager

- a. The Business Manager shall be responsible for:
 - i. Maintaining the financial records within the Engineering Society Bank Account, run in accordance with the policy outlined in [0.D.3](#)
 - ii. Preparing and submitting payroll.
 - iii. Submitting monthly operating statements to the Head Manager, Bookkeeper, and Vice President (Operations) within seven (7) days of the end of the month.
 - iv. Producing weekly gross sales and profit/loss reports for Management meetings.
 - v. Completing all additional jobs as stated by the Business Manager Operations Manual.

J.3.4 Marketing, Environmental, and Events Manager.

- a. The Marketing, Environmental, and Events Manager shall be responsible for:
 - i. Organizing the environmental plan and Tea Room initiatives.
 - ii. Updating environmental policy as part of the Three Pillars.
 - iii. Work with the EngSoc Executive to coordinate faculty projects and initiatives.
 - iv. Developing new educational initiatives.
 - v. The overall brand of the service.
 - vi. General aesthetics of store including signage, uniforms, and store layout, in consultation with the management team.
 - vii. All marketing initiatives, advertising plans, and events.
 - viii. Updating and maintaining the store website.
 - ix. Completing all additional jobs as stated by the Marketing, Environmental, and Events Manager Operations Manual.

J.3.5 Staff

- a. There are two types of staff employed by the Tea Room, regular staff, and shift supervisors.
- b. Regular staff are responsible for:
 - i. Arriving at least five minutes early for each shift.

- ii. Working all scheduled shifts or finding a replacement for the shift if unable to fulfill it.
 - iii. Having full knowledge of the products and point of sale systems.
 - iv. Demonstrate the utmost attention to health and safety guidelines when handling food or beverages.
 - v. Be comfortable and familiar with all aspects of product and promotional initiatives.
 - vi. Reading, understanding, and abiding by Tea Room policy.
 - vii. Maintaining the cleanliness of the full Tea Room uniform and wearing the uniform to all shifts, as well as maintaining a clean personal appearance.
 - viii. Upholding the image and standards of the Tea Room while in uniform, including not wearing any part of the uniform when not on shift.
 - ix. Following the directions of the shift supervisor.
 - x. Maintaining the cleanliness of the Tea Room.
 - xi. Understanding and abiding by the Engineering Society ethics policy.
- c. Shift supervisors have the same responsibilities as regular staff, as well as:
- i. Directing the staff on shift.
 - ii. Understanding and effectively using the demerit system.
 - iii. Filling out incident and demerit report forms as needed.
 - iv. Being a leader for Tea Room staff at all times and contacting the manager on duty as needed.
 - v. Completing all additional jobs as stated by the Shift Supervisor Operations Manual.

J.4 Operations

J.4.1 The Tearoom will regularly operate five days a week from Monday through Friday.

J.4.2 The Tearoom will also be available for private bookings on any night on a first come first served basis.

K. ENGLINKS

K.1 Purpose

- K.1.1 Provide academic support to students in the Faculty of Engineering and Applied Science.
- K.1.2 Provide helpful academic resources for Engineering students.
- K.1.3 Provide 1-on-1 tutoring and midterm and exam preparation for students.

K.2 Structure and Organization

- K.2.1 The EngLinks Management Team may include, but are not limited to, the following (subject to financial feasibility):
 - a. Head Manager
 - b. First-Year Workshops and Resources Manager (Assistant)
 - c. Upper-Year Workshops and Resources Manager (Assistant)
 - d. Marketing Manager (Assistant)
 - e. Business Manager (Assistant)

K.3 Duties

K.3.1 Head Manager

- a. The Head Manager shall be responsible to the Director of Educational Services.
- b. The Head Manager shall be responsible for:
 - i. Being the primary representative of EngLinks, using the Director of Educational Services as a resource.
 - ii. Overseeing all aspects of EngLinks daily operations.
 - iii. Coordinating and providing direction to the Marketing Manager, First-Year Workshops and Resources Manager, Upper-Year Workshops and Resources Manager, and Business Manager.
 - iv. Planning staff training.
 - v. Overseeing the long term planning of EngLinks along with the Director of Educational Services.
 - vi. Chairing manager meetings.
 - vii. Matching students and tutors.
 - viii. Scheduling of staff for workshops.

- ix. Acting as a liaison with EngLinks partners and the Faculty of Engineering and Applied Science.
- x. Any additional duties as detailed by the EngLinks Head Manager Operations Manual.

K.3.2 First-Year Workshops and Resources Manager

- a. The First-Year Workshops and Resources Manager shall be responsible to the Head Manager and the Director of Educational Services.
- b. The First-Year Workshops and Resources Manager shall be responsible for:
 - i. Overseeing the resource library and taking inventory of the textbooks for first-year courses.
 - ii. Overseeing the creation of all online resources and workshops for first-year courses.
 - iii. Posting online resources for first-year courses.
 - iv. Deciding which workshops will be run for first-year courses.
 - v. Overseeing workshop registration for first-year courses.
 - vi. Workshop registration emails for first-year courses.
 - vii. Posting of solutions for workshops for first-year courses.
 - viii. Booking rooms for workshops for first-year courses.

K.3.3 Upper-Year Workshops and Resources Manager

- a. The Upper-Year Workshops and Resources Manager shall be responsible to the Head Manager and the Director of Educational Services.
- b. The Upper-Year Workshops and Resources Manager shall be responsible for:
 - i. Overseeing the resource library and taking inventory of the textbooks for upper-year courses.
 - ii. Overseeing the creation of all online resources and workbooks for upper-year courses.
 - iii. Posting online resources for upper-year courses.
 - iv. Deciding which workshops will be run for upper-year courses.
 - v. Overseeing workshop registration for upper-year courses.
 - vi. Workshop registration emails for upper-year courses.
 - vii. Posting of solutions for workshops for upper-year courses.

viii. Booking rooms for workshops for upper-year courses.

K.3.4 Marketing Manager

- a. The Marketing Manager shall be responsible to the Head Manager and the Director of Educational Services.
- b. The Marketing Manager shall be responsible for:
 - i. The overall image of EngLinks.
 - ii. All marketing initiatives and advertising plans.
 - iii. Updating and maintaining the Facebook and Instagram pages and website.
 - iv. Any additional duties as detailed by the Design and Marketing Operations Manual.

K.3.5 Business Manager

- a. The Business Manager shall be responsible to the Head Manager and the Director of Educational Services.
- b. The Business Manager shall be responsible fore:
 - i. Recording all of EngLinks' finances.
 - ii. Preparing and submitting cheque requisitions for tutors.
 - iii. Preparing and submitted cheque requisitions for expenses
 - iv. Counting all workshop cash and recording workshop online payment

K.4 Staff

K.4.1 Staff shall be responsible to the EngLinks Management Team.

K.4.2 Staff are current Queen's students in the Faculty of Engineering and Applied Science. Exceptions may be granted by the Head Manager given sufficient evidence of credibility as an effective tutor.

K.4.3 There are two types of staff:

- a. Personal Tutors
- b. Workshops and Resources Tutors

K.4.4 Personal Tutors are hired to work on the following portfolios:

- a. 1-on-1 tutoring
- b. Group tutoring

K.4.5 Workshops and Resources Tutors are hired to work on the following portfolios:

- a. Workshops

b. Resource Generation

K.4.6 A student may be hired to both staff positions.

K.4.7 The size and structure of the staff can vary at the discretion of the Head Manager and the Director of Educational Services.

K.4.8 Staff are responsible for:

a. Attending training sessions.

b. Personal Tutoring

i. Making arrangements with the student for tutoring sessions.

ii. Preparing for tutoring sessions. This includes, but is not limited to, looking over notes and solving problems beforehand.

iii. Sending a feedback form to the student following sessions.

c. Workshops

i. Attending the tutor review session and prep for the workshop.

Tutors will be paid for 1 – 2 hours of prep time and may be paid more at the discretion of the head manager.

ii. Arriving 15 minutes early for workshops.

iii. Being prepared for the workshops.

iv. Following up with students if unable to answer questions.

d. Resource Creation

i. Responsible for contacting the appropriate Workshops and Resources Manager about resources.

ii. Creating a resource proposal form.

iii. Recording hours worked on proposal.

iv. Delivering the resource.

v. Contacting the professor of the course for help with the resource.

e. Any other responsibilities as specified by the Head Manager at the beginning of the work term.

K.4.9 If a tutor fails to meet the responsibilities specified in K.4.2, they may be prohibited from running future workshops at the discretion of the EngLinks Coordinator.

K.5 Operations

K.5.1 EngLinks Workshops

a. EngLinks will run as many workshops as needed given demand.

b. Workshops will be aimed to prepare students for midterms and exams.

- c. A free promotional vector workshop will run at the beginning of the year.
- d. Workshops will be delivered by staff.
- e. If a tutor receives predominately negative feedback, they may be prohibited from running future workshops in that course at the discretion of the Head Manager.

K.5.2 1-on-1 and Group Tutoring

- a. If a tutor receives an unsatisfactory rating from a student or group, that student or group may be given to another tutor at the discretion of the Head Manager.

K.5.3 Resources

- a. Tutors must apply to create a resource and receive approval from the EngLinks Management Team.
- b. There will be two resource creation periods, the school year, and the summer. Tutors can apply at the beginning of each period to create a resource.

L. STAFF AND MANAGER DISCIPLINE

L.1 Staff Discipline

- L.1.1 The services shall use a demerit point system to provide staff discipline. The details of this system must be included in the staff contracts as per staff hiring policy.
- L.1.2 A demerit point system must be utilized by the services overseen by the Director of Retail Services and Director of Educational Services and approved by the Director of Human Resources.
- L.1.3 Should one of the aforementioned services not have an existing demerit point system, and the following template should be used.
- L.1.4 Managers and shift supervisors may award demerits to staff. Demerits may be awarded according to the following outline:

A staff member is late for shift (first or second time only)	1
Minor neglect of duties	1
Dress code violations	1
Missing paid staff training and/or staff meetings without excuse or notice	3

Mistreatment of a customer	3
A staff member is late for shift (third or fourth time)	6
Missing a shift without proper notification	6
Minor insubordination	6
Major neglect of duties	6
Working under the influence of any controlled or illegal substance	12
Offering discounts and/or free goods to customers that are not part of standard promotional procedures.	12
Theft of any magnitude, criminal punishment may apply	12
Gross insubordination	12

L.1.5 Additionally, managers may award demerits for situations in which the policy is silent.

L.1.6 In the event that the assignment of any demerit point is disputed by the employee, they may request that the Director of the Service reviews the situation in the form of a mediated discussion with the management and the employee.

L.1.7 Discipline will be based upon the number of accumulated demerit points as follows:

a. 3 Demerit Points – Written Warning

- i. After 1-3 demerit points, a written warning will be sent to the offending employee by the Head Manager.
- ii. The warning will outline the areas where the employee must improve to avoid further demerit points and the total demerits to date.

b. 6 Demerit Points – E-mail & Verbal Warning

- i. After 6 demerit points, the Head manager will issue a verbal and written warning to the employee.
- ii. The verbal warning will discuss the contents of the written warning and will include discussion of all previous offenses.

iii. Staff will be asked to think of ways they can improve upon their actions and set goal for themselves in terms of avoiding future demerit points.

c. 9 Demerit Points – Meeting with Manager, Option to Suspend

i. At 9 or more demerit points, a meeting will take place between the offending employee and the Head Manager.

ii. The actions of the employee will be discussed in detail including previous offenses.

iii. It will be clearly stated to the employee that if additional demerit points are issues, termination may result.

iv. Depending on the severity of the previous offences, an option to suspend the employee for a period not exceeding two weeks may be exercised.

v. An e-mail will be sent to arrange the meeting and will outline past offenses and total demerits to date.

d. 12 Demerit Points – Meeting with Manager & Director of the Service, Option to Terminate

i. After 12 or more demerit points, a meeting between the Head Manager, the Director of the Service, Vice President (Operations), and the offending employee will be called.

ii. The disciplinary history of the employee will be reviewed and there will be the option for the employee to discuss their actions.

iii. The decision to terminate the employee's employment contract will be based upon the severity and frequency of the offenses, and the failure to demonstrate improvement on the behalf of the employee.

iv. An e-mail will be sent to arrange the meeting and will outline past offenses and total demerits to date.

L.1.8 Upon an allegation of serious misconduct, the Manager may suspend the accused employee with pay, at their discretion, while an investigation is conducted. If the result of the investigation is the assigning of demerit points and a subsequent suspension of the staff member, the elapsed time under suspension during the investigation will constitute as time served under the subsequent suspension.

L.1.9 Each paid employee of an Engineering Society service will have a confidential services staff demerit record maintained by the Director of

Human Resources. This record will contain demerit points received by the employee and the reasoning.

- a. In any instance where a demerit point is issued, the manager must convey the demerit points and reasoning to the Director of Human Resources, who will enter it into the services staff demerit record.
- b. This record will remain attached to the employee for the duration of their employment and three (3) years beyond the termination of their employment with Engineering Society services.
- c. The demerit record of a staff seeking to be rehired for an Engineering Society service will be made available to the service managers completing the hiring for that position.
- d. Access to the record from the most recent year of employment will be available for the duration of the hiring period. Subsequent to the completion of the hiring period, the managers' access to the record will be removed.
- e. At the commencement of the new contract, a new staff demerit record will be created.

L.2 Editor Discipline

L.2.1 Anyone can forward a letter to the Chair of the Advisory Board filing a grievance or suggesting disciplinary action against an editor as is outlined in *Policy η.G.5*.

L.3 Manager Discipline

L.3.1 Anyone can forward a letter to the Vice President (Operations) filing a grievance or suggesting disciplinary action against a manager.

L.3.2 The Vice President (Operations) shall then review the situation and respond with the appropriate action within ten (10) days.

M. FINANCES

(Ref. Policy θ)

M.1 General

M.1.1 All services will have individual bank accounts associated with the Engineering Society, with the exception of iCons who complete all finances through the Faculty of Engineering and Applied Science.

M.1.2 They will submit cheque requisitions with attached receipts or invoices to the Vice President (Operations) in order to receive payment for suppliers.

M.1.3 The services will also have use of the Engineering Society credit cards for budgeted or approved purchases.

M.1.4 All services will submit sales records and detailed invoices to the bookkeeper at the end of each month.

N. HIRING

(Ref. Policy γ)

N.1.1 General

N.1.2 The Engineering Society shall employ staff, managers and editors on a part time basis to operate the services and perform duties as assigned.

O. HEALTH AND SAFETY

O.1 Joint Health and Safety Committee

O.1.1 A Joint Health and Safety Committee is required:

- a. At a workplace at which twenty (20) or more workers are regularly employed
- b. At a workplace where no committee is required, where the number of workers regularly exceeds five (5), the employer shall cause the workers to select at least one (1) health and safety representative from among the workers.

O.1.2 The makeup of the committee shall include two (2) staff, one manager, and the Director of the Service

O.1.3 The function and power of the Joint Health and Safety Committee are to:

- a. Identify situations that may be a source of danger or hazard to workers.
- b. Make recommendations for the improvement of the health and safety of workers.
- c. Inspect the physical condition of the workplace at least once a month.

O.2 Material Safety Data Sheets

O.2.1 An employer:

- a. Shall ensure that all hazardous materials present in the workplace are identified in the prescribed manner.

b. Shall obtain or prepare, as may be prescribed, an unexpired material safety data sheet for all hazardous materials present in the workplace.

O.2.2 No person shall remove or deface the identification for a hazardous material.

O.2.3 An employer shall ensure that a hazardous material is not used, handled, or stored at a workplace unless prescribed requirements concerning identification, material safety data sheets, and worker instruction and training are met.

O.2.4 A material safety data sheet expires three (3) years after the date of its publication.

O.2.5 A copy of every unexpired material safety data sheet required in the workplace shall be made available by the employer in the workplace in such a manner as to allow examination by the workers.

P. WORKPLACE HARASSMENT AND VIOLENCE

P.1 Policy Statement

P.1.1 The Engineering Society is committed to providing a safe and healthy workplace free from actual, attempted, or threatened violence. EngSoc recognizes that workplace violence is a health, safety, and human resources issue. EngSoc will take reasonable precautions to prevent workplace violence and to protect employees in the workplace.

P.2 Purpose of Workplace Violence Policy

P.2.1 This policy is intended to:

P.2.2 Create and foster a work environment free from workplace violence.

P.2.3 Provide a definition of workplace violence.

P.2.4 Establish and detail the responsibilities of all persons in EngSoc workplace(s) to maintain a workplace free of actual, attempted, or threatened violence.

P.2.5 Ensure that incidents of workplace violence are reported to EngSoc management, campus security, and/or law enforcement.

P.2.6 Ensure that complaints of workplace violence are handled in a timely and equitable manner by the Engineering Society.

P.3 Scope and Application of Policy

P.3.1 This policy applies to all EngSoc employees and volunteers regardless of position or classification.

P.3.2 This policy also applies to all persons who attended an EngSoc workplace including, but not limited to, all visitors, contractors, vendors, and delivery persons.

P.3.3 For the purpose of this policy, an EngSoc workplace includes all places where EngSoc business occurs and includes all:

- a. EngSoc buildings (whether owned or leased) and surrounding perimeter including parking lots, sidewalks, and driveways (“EngSoc Grounds”)
- b. Off-site locations where EngSoc business occurs.
- c. EngSoc-sponsored functions and recreational or social events, whether taking place on EngSoc grounds or elsewhere
- d. Travel for EngSoc business

P.4 Workplace Violence Defined

(Reference Queen’s University Weapons Policy)

P.4.1 In this policy, workplace violence includes but is not limited to the following:

- a. The use of physical force against or by a worker/volunteer that causes or could cause physical injury, including but not limited to, physical acts such as punching, hitting, kicking, pushing, damaging property, or throwing objects.
- b. The attempted use of physical force against or by a worker that could have caused physical injury.
- c. An action or statement (or series of actions or statements) reasonably believed to be a threat of physical harm or as a threat to safety or security in the workplace; and
- d. Bringing a weapon of any kind to the EngSoc workplace or possessing a weapon of any kind while carrying out EngSoc business, or threatening to bring a weapon to a company workplace.

P.5 Zero Tolerance

P.5.1 EngSoc values the health and safety of its employees and expects that its workplace(s) shall be free of workplace violence.

P.5.2 EngSoc shall not tolerate incidents of workplace violence perpetrated against or by any employee, volunteer, customer, vendor, contractor, visitor, or any other person at the EngSoc workplace or involved in EngSoc business.

P.5.3 Every person in the EngSoc workplace shall be responsible for acting in compliance with this policy.

P.5.4 All physical assaults involving an employee or occurring at an EngSoc workplace will be immediately reported to police and campus security. Threats of physical violence will be reported to police and/or campus security as appropriate.

P.5.5 Where an act of workplace violence, as defined in this policy, has occurred, EngSoc may, as circumstances warrant:

- a. Remove the perpetrator from the EngSoc workplace by campus security or the police.
- b. Discipline any employee/volunteer, up to and including dismissal, and/or report the conduct to the police and campus security.
- c. Report the conduct of any other person to their employer, supervisor and/or Principal, and/or to the police.

P.6 Responsibilities and Obligations

P.6.1 It is the responsibility of:

- a. EngSoc:
 - i. To take reasonable preventive measures to protect employees and others in the EngSoc workplace from workplace violence.
 - ii. To ensure that a workplace violence assessment is conducted.
 - iii. To develop procedures to address the workplace violence risks identified in the violence assessment.
 - iv. To ensure that all employees/volunteers are informed of this policy.
 - v. To post this policy in a conspicuous place in the workplace
 - vi. To establish a process for reporting and responding to incidents of workplace violence
 - vii. To ensure the process for reporting and responding to incidents of workplace violence is communicated, maintained, and followed.
 - viii. To ensure that this policy is reviewed at least annually.
- b. Executive, Directors, Managers, and all other supervisory staff:
 - i. To understand and abide by the requirements of this policy.
 - ii. To communicate this policy with the employees they supervise or manage.
 - iii. To adequately inform employees in EngSoc procedures that address the workplace violence risk(s) applicable to the employee.

- iv. To encourage employees to report complaints or incidents of workplace violence.
 - v. To respond to all complaints or incidents of workplace violence in a professional manner appropriate for the circumstances of the complaint or incident
 - vi. To promptly report all complaints or incidents of workplace violence they receive or witness to their Designated Official. For the purposes of this Policy, the “Designated Official” is the Vice President (Operations) (For all salaried and wage staff excluding the Executive), and the Chair of the Advisory Board (for the EngSoc Executive).
- c. Employees:
- i. To comply with this policy at all times to protect themselves and others in the workplace from workplace violence.
 - ii. To immediately notify their supervisor or other designated person of any incident of workplace violence whether the notifying worker is the victim or not. In the case of an extreme or imminent threat of physical harm to themselves or any person from workplace violence, the worker should contact campus security as outlined below.
 - iii. To read this policy and AMS procedures directed at workplace violence risks in the workplace.
 - iv. To fully cooperate in any investigation of complaints or incidents of workplace violence or breaches of this policy

P.7 Domestic Violence

P.7.1 Any employee experiencing violence outside of the workplace (i.e. domestic violence) that may create a risk of danger to themselves or others in the workplace is encouraged to report such violence so that EngSoc can take reasonable preventive steps.

P.8 Reporting and Investigating Workplace Violence

P.8.1 Reporting threats of workplace violence:

- a. All incidents of workplace violence or reprisal must be immediately reported to the Designated Official.
- b. In the event that any EngSoc staff on Queen's University campus needs immediate help during a violent or threatening situation, the following mechanisms are in place to allow individuals to summon immediate assistance:

- i. Calling the 36111 Emergency Report Centre number or 911 from any phone on campus.
 - ii. Activating one of the Emergency Phones on campus.
- c. Off campus, any person subjected to workplace violence should, where appropriate, go to a safe location and report the incident to their supervisor, an EngSoc supervisor, or their Designated Official.
- d. All complaints and incidents are to be recorded in writing by the reporting person/employee, the supervisor or manager receiving the report, and the Designated Official. The date, time, location, potential witnesses, and nature of the incident should be documented. If campus security and/or the police have not previously been summoned, management or the Designated Official will report all physical assaults involving an employee or occurring at an EngSoc workplace will be reported to police and campus security. Threats of physical violence will be reported to campus security and police as appropriate.
- e. If an incident of workplace violence involves a person who is not an employee of EngSoc, management or the Designated Official will report the incident to that person's employer and/or such other person as the EngSoc determines is appropriate in the circumstances.

P.8.2 Investigation:

- a. All complaints or incidents of workplace violence or reprisal will be promptly investigated by management or the Designated Official. Where the perpetrator is an EngSoc employee, the investigation shall be conducted as quickly and confidentially as circumstances permit. Complete confidentiality is not possible in all circumstances and cannot be guaranteed.
- b. The management or Designated Official investigation will include:
 - i. A documented interview with the complainant and victim.
 - ii. A documented interview with the alleged perpetrator(s).
 - iii. A documented interview with any witnesses with relevant information to provide.
 - iv. Any other step the investigator(s) deems necessary to fully and fairly investigate the complaint or incident.
- c. At the conclusion of the investigation into an incident or complaint, management or the Designated Official shall prepare a written report of the findings of fact and – after evaluating existing policies, procedures,

physical premises and devices, employee training – any suggestions to prevent a recurrence.

d. Where the perpetrator is an EngSoc employee, the supervisor of the perpetrator, in consultation with management and/or the Designated Official, will take any necessary disciplinary action, which may include dismissal from employment. Disciplinary action will be consistent with the seriousness of the conduct at issue such that more significant discipline will follow more serious conduct or repeated violations of this policy.

P.9 No Reprisal

P.9.1 Workplace violence and this policy are serious matters. This policy prohibits reprisals against employees who have made good faith complaints or provided information regarding a complaint or incident of workplace violence. Employees who engage in reprisals or threats of reprisals may be disciplined up to and including dismissal from employment.

P.9.2 Reprisal is deemed to and shall include, but is not limited to:

- a. Any act of retaliation that occurs because a person has complained of or provided information about an incident of workplace violence,
- b. Intentionally pressuring a person to ignore or not report an incident of workplace violence; and
- c. Intentionally pressuring a person to lie or provide less than full cooperation with an investigation of a complaint or incident of workplace violence.

P.9.3 An employee who makes a false complaint or otherwise abuses this policy may be disciplined up to and including dismissal from employment. Such discipline is not a reprisal or breach of this policy.

P.10 Policy Review

P.10.1 This policy shall be reviewed annually by the Vice President (Operations).

Q. WAGES & SALARIES

Q.1 General

Q.1.1 The services shall reimburse the employees as follows:

- a. The Management's Weekly Salary

- i. The managers shall be paid a weekly salary to be set by the Vice President (Operations) and approved by the Engineering Society Advisory Board. This only includes months of normal operation.
- b. Staff Wages
 - i. Staff wages will be set each year by the Head Manager and shall be subject to approval of the Advisory Board at the discretion of the Vice President (Operations).

Q.1.2 Services will use a direct deposit system to pay staff, and this payment must occur at minimum monthly.

R. STAFF ELIGIBILITY

R.1 General

R.1.1 The eligibility of service staff is as follows:

- a. Must be an undergraduate student at Queen's University and a member of the AMS.
- b. Upon appointment, each service staff member shall sign a contract with the Engineering Society stating their specific terms of employment, remuneration, confidentiality, and termination. This contract is deemed valid and binding until the end of the operating year.
- c. Upon signing employment contracts, the staff are then considered employees of the Engineering Society.

S. LEAVE

S.1 General Leave

S.1.1 If a manager, director, editor, or staff member must take a leave of absence they are to inform their supervisor as soon as possible.

S.2 Sick Leave

S.2.1 A manger, director, editor, or staff member is allowed five (5) sick days per semester.

S.2.2 If any staff member is sick, they must notify their supervisor as soon as is possible that they will be missing their shift and try to find a replacement.

S.3 Bereavement

S.3.1 In the event of a death in a manager, director, editor or staff's immediate family, the staff member is allowed a two-day period in which they do not have to work.

T. HUMAN RIGHTS

T.1 General

T.1.1 All employees are expected to follow and adhere to the Queen's Human Rights Code.

T.1.2 A breach of this code would result in disciplinary action including the possibility to terminate the contract.

U. GUIDELINES FOR ADMINISTRATIVE PUB BANS

U.1 General

U.1.1 The authority of this policy is derived directly from the following section of the Liquor License Act of Ontario:

a. "Right to refuse entry:

- A licensee or employee of a licensee who has reason to believe that the presence of a person on the licensee's licensed premises is undesirable may,
 - request the person to leave; or
 - Forbid the person to enter the licensed premises.
- R.S.O.1990,c.L.19,s.34(5)"

U.1.2 The Engineering Society shall be considered to have been delegated this authority by the licensee.

U.1.3 This policy shall be appended to, and be consistent with, the Queen's University/AMS Tripartite Agreement.

U.1.4 Bans issued under this policy shall be termed "Administrative Pub Bans" (APB). In reference to authority, purpose, function, administration, and all other considerations, administrative pub bans operate independently from the AMS non-academic discipline process.

U.1.5 Bans issued by the AMS will be upheld by the Engineering Society.

U.1.6 Any ban administered through the Engineering Society, AMS, or Non-Academic Discipline shall be upheld through the admittance of Engineering Society Corporate Initiatives.

U.2 Responsibility for Issuance of a Ban

U.2.1 Responsibility for issuing an immediate ejection or daily/nightly ban shall rest with the on-duty Clark Hall Pub manager or any on-duty Queen's Student Constable (QSC). Where an incident includes the involvement of Queen's Campus Security, the ban shall automatically be for a period of one month. Any patron receiving an automatic one-month ban shall be notified in writing normally within 48 hours of the incident occurring, notwithstanding a delay in receiving contact information from the Registrar's Office.

U.2.2 Responsibility for issuing a ban exceeding one month in duration shall in all cases, rest collectively with the Clark Hall Pub Head Manager, the QSC Head Manager, the Director of the Service, and the Vice President (Operations), in consultation with the General Manager. As soon as possible after an incident, this group shall meet to determine whether to issue an extended ban and the duration of such a ban. The group has discretion as to whether to interview the relevant patron(s). In the absence of unanimity, the Vice President (Operations) decision shall be final.

U.3 Grounds for Issuing a Ban

U.3.1 This policy recognizes that the Act permits broad discretion in the imposition of an APB. However, a ban extending beyond the one month ban automatically imposed immediately after an incident, shall normally be issued only when it has determined that one of the following conditions exist:

- a. The patron has committed a serious offence including, but not limited to:
 - i. Damage to property.
 - ii. Assault of any nature
 - iii. Threat of harassment or assault
 - iv. Failure to comply with the directions of a student constable or pub staff.
 - v. A violation of the rights of any patron
 - vi. Participation in an underage drinking offence
 - vii. Discrimination or harassment based, among other grounds, on race, religion, gender, handicap, ethnicity, national origin, or sexual orientation.

- b. The patron poses a potential or continuing threat to the safety and/or general welfare of pub staff, student constables, or other patrons.
- c. The patron's behaviour poses or suggests a potential threat to the University's liquor license.

U.3.2 The purpose of the APB is solely to mitigate risk to the operations of the pub and the safety of its patrons and staff. Thus, any student receiving an APB may still be subject to non-academic discipline considerations which shall be administered separately.

U.3.3 An APB may be applied to patrons of the Engineering Society Corporate Initiatives if their actions are classified under policy section U.3.1.

U.4 Duration of Bans

U.4.1 An APB may be imposed for any duration of time but shall normally not remain in effect beyond a period of no less than one year from the time of the incident.

U.4.2 Where a Non-Academic Discipline has been filed against a student for a Clark Hall Pub related incident, that student will normally be banned until the completion of the Non-Academic Discipline process.

U.4.3 In the absence of special mitigating or aggravating conditions, a ban for an underage drinking offence shall normally be for a period of six (6) months from the date of the offender's 19th birthday. For the purposes of such a ban, only the normal academic period between September 1 and April 30 shall be eligible to count as "ban time served;" i.e. the spring/summer period between May 1 and August 31 shall not. During the spring/summer period, anyone with an APB shall not be allowed admission to the pubs.

U.4.4 A current list of banned patrons shall be maintained and kept at the front doors of the relevant pubs. It shall be the responsibility of the QSC Head Manager to regularly review the ban list to ensure that it is current.

U.4.5 The parties referred to in section U.2.2 reserve the right to add, remove, or modify an APB as required when in keeping with this policy. However, under normal circumstances, previously-issued bans will only be altered if new information has arisen. An attempt by a patron to enter a pub while a ban is still in effect shall be viewed as a separate offence for which they shall be subject to a significant extension of their ban at the discretion of the parties cited above.

U.5 Appeals of Bans

U.5.1 An APB shall not be subject to appeal. However, a student may appeal for a temporary ban exemption in order to attend an essential career or academic event/activity that has been scheduled in a pub. This appeal shall be made in writing to the Vice President (Operations) who shall have the discretion to grant a temporary, event-based exemption where they are satisfied that the student's future prospects would be potentially compromised by an inability to attend. Eligibility for a temporary exemption shall not extend to social events.

U.6 Notification

U.6.1 In the event of an incident that results in the issuance of an Administrative Pub Ban, copies of the incident report and notification of the imposed ban shall be sent to the following:

- a. Vice President (Operations)
- b. Director of Retail Services
- c. Clark Hall Pub Head Manager
- d. QSC Head Manager
- e. EngSoc General Manger
- f. TAPS Head Manager
- g. Queen's Campus Security

U.6.2 A patron who has been banned shall receive notification in writing to that effect. This notification shall include:

- a. Reasons why they have been banned
- b. Duration of the ban
- c. Relevant EngSoc contact information
- d. A reference to this policy
- e. Indication that a complaint has been submitted to the AMS non-academic discipline process and that this process, and any sanctions sought under it, is completely separate and distinct from their APB (where applicable)

U.6.3 Upon request to the Vice President (Operations) this information shall be made available to other individuals directly involved in the incident.

V. CLOSURE OF BUSINESS

V.1 General

V.1.1 In the event that a business must be closed at any time throughout the year, all staff members will be notified appropriately, their contracts will be terminated immediately, and any outstanding pay will be disbursed.

W. FIRST YEAR ENGINEERING ORIENTATION PROGRAM

(Ref. By-Law 11.I)

W.1 General

- a. The Engineering Orientation Program shall have the following purposes:
- b. To acquaint the new first year students (who for the purposes of abbreviation may be referred to as frosh) with the Kingston and Queen's communities, and with the Faculty of Engineering and Applied Science in particular.
- c. To develop friendships and a common sense of purpose and identity among the First Year students.
- d. To foster a sense of the First Year students' responsibilities within both the Queen's community and the wider Kingston community in their minds, and
- e. To provide entertainment and enjoyable social events for the First Year students during their first week at Queen's.

W.2 Orientation Chair

W.2.1 The President shall appoint an Orientation Chair on the recommendation of an appointments committee, consisting of the President, the Engineering Society General Manager, and up to two members at large at the discretion of the committee.

W.2.2 The Orientation Chair must be entering into their third or greater year of Engineering and Applied Science during Orientation Week.

W.3 The Chief FREC

W.3.1 The Chief FREC shall be selected, after the Orientation Chair, during the fall term by the Orientation Chair, on the recommendation of an appointments committee, consisting of the Orientation Chair, the President, the Engineering Society General Manager, and up to two members at large at the committee's discretion.

- a. Candidates for Chief FREC should satisfy the following requirements:
 - i. Must be in good academic standing.

- ii. Must be enrolled in first year, to be entering second year in the fall.

W.3.2 The duties of the Chief FREC shall include:

- a. Holding regular FREC training sessions during the second term that will consist of information and discussion sessions on appropriate safety and awareness topics.
- b. Assigning Student Constables to any event where safety is of a concern.
- c. Issuing and collecting AMS leader contracts as well as academic waivers.
- d. Taking appropriate action towards any FREC or FREC Committee member that displays actions or attitudes that do not comply with their responsibilities, the Queen's code of conduct, or the goals and philosophies of Orientation Week.

W.3.3 There shall be a committee called the Orientation Committee (referred to as FREC Committee) hired by the Orientation Chair and Chief FREC. This committee shall coordinate the reception and orientation of First Year students.

W.3.4 The Frosh Regulation Enforcement Committee (FRECs) shall be selected by the Orientation Committee acting in consultation with the Orientation Chair.

W.3.5 A minimum of 20 Action FREC's should be chosen and should participate in all activities with the FRECs.

W.3.6 FREC members should be divided into groups of seven or eight with a minimum of one member of each gender to be responsible for a single group of frosh. At least one member must be an Action FREC.

W.4 Head(s) of OTIS

W.4.1 OTIS is defined as Orientation Team Implementing Safety

W.4.2 The duties of the Head(s) of OTIS shall include:

- a. Hiring OTIS members
- b. Training OTIS members before Orientation Week

W.5 Overseeing the set up, supervision, and take down of eventsGrease Pole Event

W.5.1 General

- a. There shall be an annual Grease Pole event, held during the Engineering Society Orientation Week.

b. This event shall be held by the Engineering Society for the First Year class (who for the purposes of abbreviation will be referred to as frosh). Only upon completion of the event will the incoming class become a Science Year.

c. The objectives of the Grease Pole event are to provide further cohesiveness in the First Year class, and to welcome them to the spirit of teamwork in the Engineering Society.

W.5.2 Grease Pole Climb Regulations

a. Grease Pole Authority

i. The Orientation Chair, in consultation with the President of EngSoc or an appointed delegate, shall have ultimate authority at the Grease Pole Climb and, acting on behalf of EngSoc, shall enforce these regulations to the fullest.

ii. The organizers of the Grease Pole Climb must ensure that there are enough Queen's Student Constables, Campus Security personnel, and any other staff or equipment necessary to control the crowd.

b. The President of EngSoc, or an appointed delegate, shall ensure that the First Year students are aware of and understand these regulations, and shall publicize them by announcement at the Grease Pole site, and/or through any other appropriate means.

c. The FRECs shall be responsible for setting up the Grease Pole. The pit setup shall consist of a fence that is strong enough to stand up to crowd pressure. This fence should be a minimum of four meters from the edge of the pit.

d. At the commencement of the climb, only the following people will be allowed inside the fenced-off Grease Pole circle:

- i. The EngSoc Executive and Directors,
- ii. Student Constables and Queen's First Aid Members;
- iii. The Water Team
- iv. The Engineering First Year students
- v. The EngSoc Communications Media Team
- vi. Volunteers as authorized by the EngSoc Executive

e. Ruling of the Tam

i. The tam is to be nailed into the wood stopper at the top of the Pole with not more than three nails which shall have a length of not more

than three inches. No items shall be used as washers. The pom-pom of the tam shall not be greased.

ii. The contents of the pit shall consist of:

1. No dry ice while the frosh are in the pit;
2. No toxic biodegradables.

f. All of the First Year students shall be encouraged to participate in the Grease Pole Climb, but in no way shall anyone be intimidated into taking part in the Climb against their will.

g. No apparatus of any kind, other than clothing worn into the pit, may be used by the Frosh during the attempt at retrieving the tam, nor may the Pole be moved from its original position.

h. Grease Pole climb time

i. The event shall be timed by a member of the EngSoc Executive or a designate, using a stopwatch. Time will be recorded from the point of initial entry into the pit by any Frosh, until the moment when the Tam Frosh has the tam (or a large portion thereof).

ii. The time so recorded shall be engraved on the Grease Pole Climb Plaque within one month of the climb. It shall be the duty of the Vice President (Student Affairs) of EngSoc to see that this is done.

X. SCIENCE FORMAL

(Ref. By-Law 10.I)

X.1 General

X.1.1 The Science Formal shall be planned and executed by the Science Formal Committee.

a. The Science Formal Committee shall consist of a Convener, an Art Chair, a Communications Chair, a Construction Chair, a Logistics Chair, a Finance Chair, and a team of Managers to work under each of the Chairs.

b. The Convener shall be hired no later than the fourth week of the Fall term by the Science Formal hiring panel. This panel shall at minimum include the President, and the General Manager.

c. The Chairs of the Science Formal Committee shall be hired no later than the sixth week of the Fall term. The hiring panel for the Chairs shall include at minimum the Convener and the President.

d. The managers on the Science Formal Committee shall be hired no later than the eighth week of the Fall term, or at least two weeks prior to the Science Formal of that year. The hiring panel for the managers shall include at minimum the Convener and the Chair under whose portfolio the specific manager position falls.

X.1.2 If there is a vacancy in the Committee through resignation or if the Committee wishes to add a member, the new member shall be appointed by the Committee following the Engineering Society hiring policy.

a. If the vacancy or desire for additional member occurs after September 1st in the year that the Science Formal is to be held, the minimum advertising time shall be shortened to one (1) week.

X.2 Theme Selection

X.2.1 The Science Formal shall have a theme decided by the year in question.

X.2.2 The purpose of the theme is to give creative direction.

X.2.3 The Science Formal Committee shall solicit proposals from the membership of the 3rd year class and advertise the criteria for theme proposals and names to be submitted.

X.2.4 All theme proposals shall be voted on via preferential ballot by the students of the 3rd year class, with the exception of those deemed by the Science Formal Committee to be either of an overly similar nature to themes chosen for a Formal within the past ten years, or those of an offensive nature.

X.2.5 The Science Formal Committee shall announce the themes that will be voted upon no less than 48 hours prior to voting.

a. The voting may be done using a secure online system.

b. A second round of voting shall occur if the Science Formal Committee deems it necessary.

X.2.6 The Science Formal Committee shall oversee the theme and name selection.

a. If a conflict of interest exists, it shall be the responsibility of the members of the Science Formal Committee to remove themselves from the selection process.

b. The theme selection does not preclude the Science Formal Committee from tendering for design proposals.

X.3 Construction Guidelines

X.3.1 Size

- a. The structure shall be designed to have no more than two floors.
- b. Every effort must be made to ensure that the maximum possible capacity can be held in Grant Hall based on the size of the main structure.
- c. The structure must be planned to feasibly have construction completed by the Thursday of the final week before the event.
- d. Every effort must be made to ensure the structure is simple to build.

X.3.2 Materials

- a. The materials chosen for the main structure must be considered based on both safety and economic viability to the budget.

Θ: Financial Policies

Preamble: This Policy covers all financial policies of the Engineering Society, its services, its corporate initiatives, and affiliated groups that are governed by the Engineering Society Council and the Engineering Society Advisory Board.

A. FINANCES

A.1 The Engineering Society's Financial Structure

A.1.1 The Engineering Society shall hold a commercial bank account with a corporate financial services organization. The bank will be a Schedule 1 (Domestic) institution recognized by the Canadian Bank Act.

A.1.2 The Engineering Society will follow Canadian Generally Accepted Accounting Principles (GAAP) and will operate in full compliance of regulations set out by the Canada Revenue Agency.

A.1.3 The Engineering Society's financial records shall be managed by a bookkeeper and reviewed by a Certified General Accountant.

A.1.4 The bookkeeper shall administer separate accounting files for the Society, each service, and each corporate initiative. QuickBooks shall be used as the primary financial accounting system.

A.1.5 The Engineering Society shall administer payroll through a secure online payroll service.

A.1.6 The fiscal year for the Engineering Society shall be September 1st to August 31st of each year.

A.1.7 The Executive shall have signing authority for the bank accounts of the Society and the Corporate Initiatives. All bank accounts shall be two-to-sign accounts and will require two signatures or approvals for any action.

a. In the event of the extenuating circumstance, such as personal emergency or travel, where only one Executive member is physically able to sign a document before the required date, the General Manager may act as a signee, under the following conditions:

i. All Executive Members provide written consent for the General Manager to be a signee of the document on their behalf.

ii. The consent is given in the form of an email sent to both the General manager and the rest of the Executive.

A.1.8 The Engineering Society Council shall hold ultimate authority over all financial decisions of the Society, as outlined in 0.B. Council may request to view the financial statements of the Society at any time, provided at least two days' notice is given.

A.1.9 The Engineering Society Advisory Board (Ref. 7.C) shall oversee the financial accountability and sustainability of the services and corporate initiatives of the Engineering Society.

A.2 Allocated Expenses

A.2.1 EngServe is the recovery of expenses incurred by the Engineering Society through the operations of its services and corporate initiatives. This includes rent, phone, administration, accounting, insurance, and banking.

A.2.2 EngServe is calculated annually by the Vice President (Operations) and will apply from Sept 1st - August 30th. All efforts should be made to calculate the EngServe charges before the services and corporate initiatives create their budgets.

A.2.3 The new EngServe agreement must be signed by the Vice President (Operations) and the individual(s) responsible for the service/corporate initiative before it is deemed valid.

A.2.4 Once the agreement is signed, EngServe will be paid automatically by the bookkeeper to the Engineering Society monthly.

A.2.5 EngServe will include HST where appropriate, as determined by a chartered accountant.

A.2.6 The EngServe rate for each service and corporate initiative is determined as follows:

- a. Rent; based on the individual space usage of each group and collected to recoup the utility charges, as determined in the Engineering Society Lease with Queen's University.
- b. Phone; based on the number of phones and lines used by each group.
- c. Administration; a proportional amount of the General Manager's costs, based on the estimated time spent with each group.
- d. Accounting; a proportional amount of the bookkeeping costs, based on the time breakdown from the previous year.
- e. Insurance; a proportional amount of the Society's general liability insurance.
- f. Banking; a proportional amount of securities company charges and ATM rental, based on the usage of each group.

B. SOCIETY

B.1 Purpose

B.1.1 This policy outlines the overall financial policies of the Engineering Society's General operations. This Policy does not apply to affiliated groups or the Corporate Initiatives, the specific financial policies for which are described in Subsections C and D respectively.

B.2 Financial Accountability and Sustainability

B.2.1 The Engineering Society shall acquire the services of Chartered Accountants to complete an annual financial review engagement. The purpose of a financial review is to maintain financial accountability and transparency.

B.2.2 The Engineering Society shall endeavor to maintain \$100,000.00 in its commercial bank account.

B.2.3 Engineering Society members who hold appointed positions are required to take full advantage of discounts offered by vendors when purchasing items on behalf of EngSoc, including but not limited to items like Not-for-Profit perks and student discounts.

B.3 Operating Budget

B.3.1 The Director of Finance and/or Vice President (Finance & Administration) shall present an Operating Budget to Council at the first meeting of the school term. Once approved, this budget shall govern the expenditures of the Society for the remainder of that fiscal year.

B.3.2 50% of the operating surplus, as determined by the financial review engagement, will be included as a revenue source in the following Operating Budget.

B.3.3 The Operating Budget for the fiscal year shall have a 25% contingency on all position expenses and event position expenses, as outlined in the Chart of Accounts.

B.3.4 The final Operating Budget shall be made available on the EngSoc website and sent out to the Council list a minimum of 48 hours before the vote. No changes can be made to the budget after this point unless a formal amendment is made at Council. This allows all society members adequate time to review the budget before it is approved. The previous year's Actuals and upcoming year's Operating Budget shall be presented to Council at the first Council after the summer.

B.3.5 The Operating Budget shall include all anticipated revenues and expenses for the fiscal year. This will include an estimated total summer spending amount, described below in *Policy 0.B.3.11*.

B.3.6 The Operating Budget shall include gross revenues and expenses as opposed to net revenue or net expense for a given project or event.

B.3.7 Council may amend the Operating Budget at any time during the year.

B.3.8 The approval of the Operating Budget by Council shall authorize the expenditures granted in the budget without further approval from Council.

B.3.9 Unanticipated expenses:

- a. During sitting sessions of council, expenses under \$500 that were not included in the Operating Budget must be approved by the majority of the Executive. Any unbudgeted purchases over \$250 must be reported to Council at the next session.
- b. During non-sitting sessions of council, expenses under \$1000 that were not included in the Operating Budget must be approved by the majority of the Executive. Any unbudgeted purchases over \$500 must be reported to Council at the next session.

B.3.10 Except as may be directed by Council or when approved in the Operating Budget, no member is empowered to make purchases in the name of the Society or in any way financially obligate the Society.

B.3.11 The Director of Finance and/or Vice President (Finance & Administration) shall present Pre-Actuals to Council before the new Executive is elected. The purpose of the Pre-Actuals shall be to inform Council of the financial situation of the Society mid-way through the academic year. Additionally, presentation of Pre-Actuals may allow for reallocations of funds previously budgeted for yet no longer needed. The Pre-Actuals will include:

- a. Comparison of spending to date with budgeted amounts.
- b. Explanations of large variances exceeding 25%.
- c. A breakdown of proposed reallocations, to be approved by Council.

B.3.12 A detailed breakdown of summer spending shall be presented at the last Council of the academic year. This shall include:

- a. Funds required for capital summer projects.
- b. Expenses that have not previously been budgeted for in the Operating Budget and are anticipated between May 1st and August 31st.

B.4 Taxation; HST

B.4.1 Harmonized sales tax returns shall be filed with the Canada Revenue Agency as required, in consultation with the Society's Chartered Accountant.

B.4.2 Taxes and remittances relating to payroll (Canadian Pension Plan, Employment Insurance) will be filed with the Canada Revenue Agency, in consultation with the Society's Chartered Accountant and payroll provider.

B.4.3 The Society and each of its services will maintain a Workplace Safety Insurance Board (WSIB) account and make payments as required by the WSIB.

B.5 Financial Investments

B.5.1 The Engineering Society shall have long-term investments, managed by a professional Investment Advisor and Financial Planner, and hosted by a Schedule 1 (Domestic) institution recognized by the Canadian Bank Act.

B.5.2 The funds must be invested in secure, low-risk investments that are provincially or federally backed such that they are maintained and grown as sustainable resources for the future.

B.5.3 Contributions to the investments shall be made by the Vice President (Finance & Administration) annually and shall consist of:

- a. 50% of the operating surplus from the previous year as determined by the annual financial review.

B.5.4 Contributions shall be made to the investments such that the liquid investments are 50% of the fund and the non-liquid amount to the remaining 50%. Thereafter, any annual surplus and/or interest earned on the investments from the previous fiscal year as determined by the financial review engagement shall be incorporated into the following year's Engineering Society Operating Budget.

- a. Liquid investments are defined as those that can be converted to cash within one month.
- b. Non-liquid investments are defined as those that require longer than one-month to convert to cash.

B.5.5 Contributions shall be made to the investments until the liquid investments accumulate to \$150,000.00 and the non-liquid investments accumulate to \$150,000.00. Thereafter, any annual surplus and/or interest earned on the investments from the previous fiscal year as determined by the financial review engagement shall be incorporated into the Operating Budget.

B.5.6 Capital expenditures from the investments can be made from the following categories:

- a. An unforeseen need for emergency funding.
- b. Capital improvements to the Engineering Society spaces.
- c. New Engineering Society initiatives.
- d. Any initiative, donation, or funding deemed worthy.

B.5.7 All capital expenditures must be approved by the Engineering Society Council by a 2/3 majority vote. In case of emergency funding, an emergency Council will be called.

B.5.8 A list of all Engineering Society assets (including prices and dates purchased) will be kept up to date for capital planning and purchasing purposes.

B.6 Credit Card

B.6.1 The President, Vice President (Operations), Vice President (Finance & Administration), Vice President (Student Affairs), and General Manager of the Engineering Society will each hold a corporate credit card in their names, tied to the Society's commercial bank account.

B.6.2 The Director of Finance will oversee the credit cards use, and will ensure that the following stipulations for credit card use are met:

- a. The credit cards will be used for approved budgeted expenses, the purchasing of approved inventory for the Society's services and corporate initiatives, and for any large, affiliated group expenses (provided they have sufficient funds in their account).
- b. Before the credit card is to be used for any unbudgeted purchase, a majority of the Executive must approve its use for that specific purchase.
- c. The credit card holders are responsible for providing a breakdown of their credit card statement with all receipts of purchases to the Director of Finance, who will submit them to the bookkeeper for inclusion in Society's books.
- d. Any unauthorized inappropriate purchases will be brought to the Engineering Review Board (ERB) or to the Advisory Board, which will then make the recommendations to the Executive on a course of action to be made.
 - i. An inappropriate purchase is defined as one which is not listed in *θ.B.6.2.a*, and/or, is not approved by a majority of the Executive.

- ii. Possible courses of actions include the confiscation of the user's credit card, suspension from the offender's position (when allowed in policy), or recommendation that they be removed from their position. Recommendations on the appropriate courses of action will be made at the discretion of ERB or the Advisory Board.
- e. If a credit card is lost, the credit card shall be temporarily cancelled by the Vice President (Finance & Administration). It is the responsibility of the credit card holders to immediately notify the Vice President (Finance & Administration) when the credit card is lost.

B.7 Honoraria

B.7.1 The payment of an honorarium is an expression of gratitude by the Society. Such payments are not to be considered a salary and are awarded at the discretion of Council.

B.8 Mileage Reimbursements

B.8.1 If an individual, apart from permanent staff, is asked to use their own vehicle for purposes pertaining directly to the activities of the Engineering Society, they may be reimbursed for the distance driven at a rate of \$0.50 per kilometer or compensated directly for the amount of fuel consumed, whatever is the lesser amount.

C. AFFILIATED GROUPS

C.1 Finances

C.1.1 The finances of affiliated groups shall be managed by the Director of Finance through long-term liability accounts in the 'Bank of EngSoc', as outlined below and in accordance with Canadian GAAP.

C.1.2 Affiliated groups include year executives, discipline clubs, competitions, design teams, clubs, conferences, and other initiatives or groups who are associated with and bank through the Engineering Society.

C.1.3 The treasurer for each affiliated group must attend a financial training session run by the Director of Finance and/or the Vice President (Finance & Administration) and have an approved budget before gaining access to their account.

C.1.4 The Director of Finance is responsible for ensuring that the groups' accounts stay within their allocated budget. Any over-spending must be reported to and approved by the Director of Finance. If the over-spending is not approved, reimbursement will not be possible.

C.1.5 If over-spending exceeds \$500, a proposal for how the funds will be replaced must be submitted to the Director of Finance and the Vice President (Finance & Administration) and must be approved by Council for the funds to be granted.

a. In emergency situations, a majority of the Executive may approve the funds to be granted in lieu of Council. The Vice President (Finance & Administration) must be a part of this majority. This approval must be reported at the next Council.

C.1.6 The Director of Finance will not reimburse any invoice that in any way violates the constitution or policies of the Engineering Society or puts the Society at any liability.

C.1.7 Affiliated groups shall present a budget to the Society no later than August 31st of the prior fiscal year. The budget may be approved by the groups overseeing director and one member of the Finance Team (VPFA, DoF, or the group's corresponding FO). The budget shall include a 25% contingency fund for unexpected expenses. The budget shall be maintained and updated throughout the year by the group's executive and treasurer and will be posted on the 'Bank of EngSoc' SharePoint site.

a. The budget's "actuals" must be updated and reflective of the group's financial operations to receive reimbursement for group expenses.

C.2 Financial Officers (FOs) must reject reimbursement requests that have not been reflected in the group's budget on the 'Bank of EngSoc'.

C.2.1 The treasurer for each affiliated group should keep a record of all the deposits, charges, and withdrawals made to their account.

C.2.2 No affiliated group is permitted to go into debt with the 'Bank of EngSoc' for a period longer than 6 months.

C.2.3 Affiliated groups will have access to their account statements, including account balance and transaction history, through the 'Bank of EngSoc' SharePoint site. Official documentation from accounting software will be provided monthly, and will also be available from the Director of Finance within a maximum of two days from the time of request.

C.2.4 Any group account that is stagnant for a period of two academic years, without discussion with Director of Finance or Vice President (Finance & Operations) shall have their account removed and any remaining funds dispersed under the General Account and documented as retained earnings.

C.2.5 Affiliated groups will submit transaction requests to the 'Bank of EngSoc' SharePoint site, including the following transactions:

- a. Receipts of all expenditures must be saved by the treasurer of each group and attached to cheque requisitions submitted through the site.
- b. Cash box requisitions and the associated float withdrawals.
- c. Credit card payment requisitions.
- d. Cash and cheque deposits.

C.2.6 Of the above transactions, the Financial Officers (FOs) will be responsible for approving/rejecting all transactions except credit card payments. Credit card payments will be approved/rejected by an Executive member. The decisions of the FOs may be overridden by the Director of Finance.

C.2.7 If an affiliated group does not follow the policy laid out in [Section C.1](#), they shall be eligible for de-ratification.

C.3 Dean's Donations

C.3.1 Dean's Donations shall be allocated through the Faculty by application to the Dean of Engineering and Applied Science through the Faculty office. The group receiving the donation shall request that a cheque be issued made payable to the Engineering Society of Queen's University.

C.4 Affiliated Group Debt

C.4.1 Any Engineering Society affiliated group bank account balances that are below zero, not as a result of operational year expenses, as approved by the Director of Finance, shall be considered as affiliated group debt.

C.4.2 Affiliated groups that are in debt past the current operational year must develop a repayment plan approved by the Vice President (Finance & Administration) and the Director of Finance.

- a. Groups that do not have a pre-existing repayment plan must meet with the Vice President (Finance & Administration) and the Director of Finance to develop one.
- b. The purpose of the repayment plan is to reinstate the group's financial standing with the Society by repaying any debts owed within a reasonable timeframe.
- c. If the debts owed are not repaid within this allocated timeframe and by any pre-discussed deadlines, the group will immediately lose access to their account, and will be subject to consequences as stated below in [C.3.2.e](#).

- d. The Vice President (Finance & Administration) and the Director of Finance may request a meeting with any affiliated group regarding debt, and they must respond within the next 96 hours.
- e. Failure to respond to this request or abide by a repayment plan will be considered as neglect of debt and may result in consequences at the discretion of the Vice President (Finance & Administration), including a motion to de-ratify the group at fault.

C.4.3 Repayment plans must include the following.

- a. Account history
- b. Future budget, accounting for the repayment plan.
- c. Detailed execution plan, including how the group will pay back their accumulated debt.
- d. Any other measures requested by the Vice President (Finance & Administration) or Director of Finance
- e. Group contact information, including incoming members where possible if the repayment plan spans more than one operational year.

C.4.4 The repayment plan may include debt forgiveness at the discretion of the Vice President (Finance & Administration).

- a. If debt forgiveness is determined to be larger than \$1,000, the group must bring this as a motion for Council approval.
- b. If it is determined to be less than \$1,000, it will be treated as bad debt that may be written off according to C.4.9.
- c. Debt forgiveness may be written off by the Vice President (Finance & Administration), in consultation with the bookkeeper, as a bad debt expense using the direct write-off method and it must be reported to Council and in the current Operational Budget.

C.4.5 The Director of Finance will document and store the repayment plans within the Bank of EngSoc SharePoint site.

C.4.6 The outgoing Director of Finance shall review all repayment plans yearly with the incoming Director of Finance as a part of the annual role transition.

- a. The outgoing leadership of all affiliated groups must disclose their debt and any existing repayment plans to the incoming leadership as part of the transitioning of roles.
- b. The incoming Director of Finance must discuss any existing repayment plans with the incoming affiliated group to establish clear

communication on the clauses of the previously agreed upon repayment plan.

C.4.7 The outgoing Vice President (Finance & Administration) and/or Director of Finance must present at the last Council any affiliated groups in debt and their current account balances, including repayment plans for those groups.

C.4.8 The incoming Director of Finance must take repayment plans into consideration when approving affiliated groups' budgets.

C.4.9 Affiliated group debt older than three academic years is considered to be bad debt expense.

a. Bad debt expenses may be removed from financial records by the bookkeeper using the direct write-off method at the discretion of the Vice President of Finance & Administration, Vice President of Student Affairs, and the Director of Finance.

b. The approval requirements of writing off bad debts are as follows:

i. Amounts lower than \$5,000 may be written off by the Vice President (Finance & Administration) in consultation with the Director of Finance.

ii. Amounts above \$5,000 must be approved by a majority vote at Council.

c. Any affiliated group debts that are written off must be disclosed to the student body at the next Council by the Director of Finance and/or Vice President (Finance & Administration).

C.4.10 If an affiliated group does not follow the policy laid out in C.4 Affiliated Group Debt, they shall be eligible for de-ratification.

D. CORPORATE INITIATIVES

D.1 Purpose

D.1.1 This policy outlines the overall financial policies of the Engineering Society's corporate initiatives. This policy applies to:

- a. Orientation Week
- b. Science Formal
- c. Clark Hall Pub
- d. Tea Room
- e. Science Quest

- f. Golden Words
- g. Campus Equipment Outfitters
- h. EngLinks

D.1.2 The Integrated Learning Centre Constables service shall complete their finances through the Faculty of Engineering and Applied Science.

D.2 Operations

D.2.1 Each Corporate Initiative shall have a Volunteer or Employee who is responsible for monitoring and administering the finances of that Corporate Initiative. This person shall be referred to as the Finance Manager of that Corporate Initiative.

- a. The person responsible for each Corporate Initiative shall be referred to as the Head Manager of that Initiative.

D.2.2 Each Corporate Initiative shall maintain a commercial bank account linked to the Engineering Society's commercial account.

D.2.3 Corporate Initiatives shall utilize an accepted Point of Sale system. All sales must be entered on the day sold while any variance must be reported to the Director of the Service and Vice President (Operations) immediately.

D.2.4 Each corporate initiative's fiscal year shall be from May 1st – April 30th.

D.2.5 The corporate initiatives shall follow the Financial Standard Operating Procedures as outlined by the Vice President (Operations) and the Bookkeeping Protocols as outlined by the bookkeeper.

D.2.6 The President or Vice President (Operations) must sign-off on all cheque requisitions that are sent to the bookkeeper.

- a. All requisitions must be generated by the Finance Manager and signed off by the Head Manager

D.2.7 Each corporate initiative will make deposits into the Society's deposit safe that are in a deposit bag ready for pick up by a securities company.

D.2.8 The appropriate persons shall have online access to their respective corporate initiative's bank account to view their transaction history and balance, as determined by the Vice President (Operations).

D.2.9 Each Corporate Initiative shall have access to a current copy of an appropriate accounting software. The Director of the Service or Vice President (Operations) shall distribute updated files weekly.

D.3 Budgets

D.3.1 Each corporate initiative is required to create a budget for its fiscal year to be present to and approved by the Advisory Board.

a. A corporate initiatives' capital asset schedule shall also be presented alongside its budget.

D.3.2 The following criteria are required for preliminary budgets:

a. Orientation Week and Science Formal must include 10% contingency on expenses.

b. All budgets must contain a well-researched and detailed statement of probable revenue and expenses for the service's fiscal year.

c. All budgets must contain the budgeted figures for the upcoming year and actual figures from the previous year.

d. All preliminary budgets must have a maximum surplus of 10% of total revenue.

e. Each corporate initiative must make every effort possible not to budget for a deficit. In the case that it is unrealistic to do so, any budgeted deficit must be approved by the Vice President (Operations) and a majority of the Executive.

D.3.3 Preliminary budgets must be reviewed by the Vice President (Operations) a minimum of two weeks in advance.

D.3.4 Preliminary budgets must be circulated to the Advisory Board a minimum of one week in advance.

D.4 Capital Assets

D.4.1 A schedule of capital assets possessed by each corporate initiative is to be maintained.

D.4.2 The schedule will contain the following:

a. The original purchase date of each asset

b. The original cost of each asset

c. The original expected useful life of each asset

d. The depreciation costs each corporate initiative is currently paying out

D.5 Accountability

D.5.1 The Vice President (Operations) shall each year present to the Advisory Board the operating account balances for each of the Services participating in the Capital Fund, and the expected budget for the Capital Fund.

a. The presentation will occur at the first summer meeting of the Advisory Board

b. This presentation shall include the opening balance of the Capital Fund, the anticipated net expenditures by each Service for that Fiscal year, the amounts transferred into the account at the end of the previous fiscal year, and any other transactions planned for the account.

D.5.2 The approval of the budget by the Board shall authorize the expenditures outlined in the budget without further approval from the Board.

a. Should a budget not be approved by Board, another Board meeting shall be scheduled within fourteen (14) days to review a revised budget. Should the revised budget not be approved, the following process will be followed:

- i. The Chair of the Board shall select the budget items that are required for operation of the Service.
- ii. The Chair of the Board shall notify the Board, the Service head manager, the Director of the Service, and the Director of Finance of the approved (as operationally required) expenditures.
- iii. No other purchases shall be permitted for the Service without consent from the Chair of the Board, regardless of approval from the managers or Executive.
- iv. Revised budgets may be brought to the Advisory Board for approval.

D.5.3 Any expenses under \$500 not included in the approved budget must be approved by the Finance Manager and Head Manager.

D.5.4 Any expenses over \$500 not included in the budget must be approved by the Vice President (Operations) and the President. Such expenses must be reported to the Board at the next meeting.

a. The Director of the Service may provide approval in lieu of the President for Services-related expenses under \$1000.

D.5.5 Any Capital expenses over \$1000 not included in the budget must be approved by the Advisory Board.

a. Corporate Initiatives participating in the Capital Fund shall follow *Section 0.D.8* instead.

D.5.6 If deferral of the expense until such time as the Advisory Board could reasonably be convened would cause a material loss to the Society, the expense may be approved by the President and Vice President (Operations) and presented at the next scheduled Board meeting.

D.5.7 Except as may be directed by the Vice President (Operations) and President or when approved in the budget, no manager, committee member, or employee/volunteer is empowered to make purchases in the name of a corporate initiative or in any way financially obligate a corporate initiative, notwithstanding D.5.4 and D.5.5a.

D.5.8 The Finance Manager is responsible for ensuring that their financial statements are accurate. This should be done by:

- a. Reviewing their monthly financial statements, to be completed by the bookkeeper before the end of the following month.
- b. Communicating any necessary changes to the bookkeeper in a timely manner.
- c. Meeting with the Head Manager and Vice President (Operations) on a monthly basis to review the corporate initiative's finances and compare the actuals to the budget.

D.5.9 The reviewed financial statements should then be presented to the Vice President (Operations).

D.5.10 The Vice President (Operations) is responsible for making these statements available to the Audit Committee of the Advisory Board before the end of the two subsequent months.

D.5.11 The Audit Committee shall review the monthly financial statements of each corporate initiative.

D.5.12 Committee members shall only be permitted to receive their final honoraria (in the form of an appreciation dinner) upon submission of their transition reports to the Vice President (Operations).

D.6 Loans from the 'Bank of EngSoc'

D.6.1 All corporate initiatives may request a loan from the 'Bank of EngSoc'. A loan request must be accompanied with:

- a. The year-to-date actuals of the corporate initiative.
- b. The corporate initiative's current inventory.
- c. A list of all outstanding debts and invoices due.
- d. A cash flow analysis for the remainder of the fiscal year.
- e. A loan repayment plan.

D.6.2 Any short-term loan from the Engineering Society to a corporate initiative that is fully repayable within 60 days must be approved by the Vice President (Operations) and a majority of the Executive. The short-term loan must then be reported at the next Council meeting. The Vice President

(Finance & Administration) is responsible for presenting the loan and the loan repayment plan to the Advisory Board at the next meeting of the Board.

D.6.3 Any long-term loan from the Engineering Society to a corporate initiative that requires a repayment plan must be approved by Council. The Vice President (Operations) is responsible for presenting the loan and the loan repayment plan to the Advisory Board at the next meeting of the Board.

D.6.4 The loan repayment plan must be reasonable and should take into account the financial situation of the corporate initiative.

D.6.5 The corporate initiative must work to eliminate the operating deficit by increasing appropriate revenue generating mechanisms and decreasing expenses.

D.7 Surpluses and Deficits

D.7.1 If a corporate initiative runs a surplus in any one year:

- a. The corporate initiative must repay all current liabilities and a reasonable amount of any outstanding debt with the Engineering Society, as determined by the Vice President (Operations).
- b. The remaining retained earnings shall remain in the corporate initiative's bank account, unless relocated by the Vice President (Operations)

D.7.2 If a corporate initiative runs a deficit in any one year:

- a. The corporate initiative may use retained earnings from previous years to cover the deficit.
- b. The corporate initiative may request a loan from the Engineering Society, as outlined in [0.D.5](#) above.

D.7.3 The Vice President (Operations) may relocate retained earnings (both positive and negative) for the purposes of the Capital Fund, as outlined in [0.D.8](#).

D.8 The Capital Fund

D.8.1 The Capital Fund shall exist as a means of allowing participating Services to take on capital projects that otherwise would not be possible within the constraints of a Service's operating budget.

D.8.2 The Capital Fund shall exist as investments and/or cash holdings, held with a corporate financial services organization. The bank will be a Schedule 1 (Domestic) institution recognized by the Canadian Bank Act.

D.8.3 The Capital Fund shall be accounted for in a manner that complies with Generally Accepted Accounting Principles (GAAP), or International

Financial Reporting Standards (IFRS), as determined by the Society's accountant and the Canadian Revenue Agency.

D.8.4 The following Services shall participate in the Capital Fund. This section of policy, 0.D.8, shall only apply to these groups:

- a. Clark Hall Pub
- b. The Tea Room
- c. Campus Equipment Outfitters
- d. Golden Words
- e. Science Quest
- f. EngLinks

D.8.5 Annually and in consultation with the Audit Committee, the Director of the Service and the General Manager, and the Vice President (Operations) shall set bank account levels for each of the participating Services individually.

- a. These amounts will reflect the funds required for a Service to maintain proper cash flow throughout its operational year, based on the last three fiscal years and anticipated changes to business plans.

D.8.6 Participating groups shall contribute to the Capital Fund.

D.8.7 Contributions to the Capital Fund shall be made by the Vice President (Operations) annually and shall consist of:

- a. Any surplus or deficit of the levels set by the Vice President (Operations) in the commercial bank account at the fiscal year end as determined by the Vice President (Operations) in consultation with the Engineering Society's bookkeeper.

D.8.8 Capital expenditures from the Capital Fund will be made from the following categories:

- a. Costs relating to capital assets for the participating Services.
- b. Any other initiative, donation, or funding deemed worthy.

D.8.9 A cost or project shall only be considered a capital expenditure if:

- a. The cost is greater than one thousand dollars and
- b. The asset in questions is expected to yield benefits beyond the current fiscal year.

D.8.10 A list of all Engineering Society assets (including prices and dates purchased) will be kept up to date for capital planning and purchasing purposes.

D.8.11 The purchase of capital assets using funds from the Capital Fund is subject to the approval of the Advisory Board.

a. After approval by the Advisory Board, the Chair of the Board shall provide a signed statement to that effect. The statement shall include the maximum allowable expenditure (including applicable taxes) and the depreciation period and refer to any specific constraints applied by the Advisory Board. This statement shall be forwarded to the Corporate Initiative Head Manager, the Director of the Service, and the Vice President (Operations).

D.8.12 Proposals for capital expenditures presented to the Advisory Board shall include:

a. Written justification of how the capital expenditure is in the long-term best interests of the Engineering Corporate Initiatives (including options analysis if appropriate) by the Director of the Service on behalf of management.

b. Demonstration of a price comparison and/or purchase options as appropriate

c. Demonstration of product comparison (including installation, warrantee, maintenance and operating costs) as appropriate

d. Depreciation schedule for the capital expenditure

e. Depreciation schedule for the service showing the status of all current capital assets being depreciated

f. Current itemized listing of the service's furniture and equipment capital asset inventory

g. Any budgeting requirements relating to amortization, if desired

h. A description of added duties and responsibilities as a result of the purchase, and which managers and/or staff will assume these duties

i. Such other forms and documentation as the President or Vice President (Operations) may from time to time direct

j. Additional supporting documentation if the complexity and the expenditure so warrants.

D.8.13 The overseeing Director of the Service shall consider future capital purchases that may be needed in order to avoid emergency capital expenses. All efforts shall be made to ensure capital fund proposals are created to replace required equipment before there is an emergency need to replace that equipment.

D.8.14 The overseeing Director of the Service shall notify the Chair of the Board when a Capital Fund proposal is ready for review from the Advisory Board.

- a. The Capital Fund proposal may not be brought to the Advisory Board without the overseeing Director's approval.
- b. The Chair of the Board shall make all efforts to schedule Capital Fund proposal reviews in the same meeting.

D.8.15 In the case of an "emergent capital requirement", the expenditure of funds to satisfy the requirement may be made without the prior presentation to the Advisory Board upon the written authorization of the President and Vice President (Operations).

- a. For the purpose of this policy, an "emergent capital requirement" shall be a requirement for a capital expenditure of such a nature that the deferral of the expense until such time as the Advisory Board could reasonably be convened would cause a material loss to the Society.
- b. The details of any capital expenditure made under this section shall be provided to the Advisory Board as soon as practicable, along with the written authorizations demanded and the required capital expenditure documentation as outlined in subsection D.8.12.
- c. The President and Vice President (Operations) shall sign a statement ratifying the emergent capital expenditure, to determine the amortization scheme of an expenditure made under this section and to refer to any specific constraints applied.

D.8.16 The appropriate parties shall be notified of all approved capital expenditures, including but not limited to the General Manager, Service Head Managers, and the Society's Bookkeeper.

E. ALLOCATED EXPENSES

E.1 Purpose

E.1.1 Some expenses, as determined by the Vice President (Operations), shall be allocated across several accounts and operating budgets, including but not limited to rent, phone, administration, accounting, insurance, and banking.

E.1.2 Anticipated allocations are to be calculated annually by the Vice President (Operations).

E.1.3 The Vice President (Operations) shall present a schedule of anticipated allocated expenses between the Corporate Initiatives and Society operating budgets to the Advisory Board at the first summer meeting of the Board.

- a. This presentation will include a breakdown showing relevant cost categories, and the amounts to be budgeted in each cost category by the Engineering Society and each Corporate Initiative
- b. This presentation shall include justification for allocations, including the allocation base used.

E.1.4 Expense allocations will include HST as determined by a chartered accountant.

E.2 Rate Determination

E.2.1 Expense allocations shall be determined as follows:

- a. Rent and Utilities; based on the individual space usage of each group, as determined in the relevant agreements that may exist between the Engineering Society and third parties.
- b. Phone; based on the phones and lines used by each group.
- c. Administration; a proportional amount of the General Manager's costs, based on recorded time spent with each group.
- d. Accounting; a proportional amount of the bookkeeping costs, based on the time breakdown records.
- e. Insurance; a proportional amount of the Society's general liability insurance, and any additional policies held by the Alma Mater Society charged to the Engineering Society
- f. Banking; a proportional amount of securities company charges and ATM rental, based on the usage of each group.

F. ESSCO AND CFES OFFICERS

F.1 Purpose

F.1.1 The Engineering Society shall provide limited funding to members who take on certain officer roles on the Engineering Student Societies' Council of Ontario (ESSCO) or the Canadian Federation of Engineering Students (CFES), with the goal of facilitating members' professional development and improving the Engineering Society's relationship with external advocacy groups.

F.1.2 The Director of External Relations, with the help of the President, shall keep a record of any Engineering Society members who are appointed or elected to ESSCO or CFES officer roles (hereafter referred to as external officer roles).

F.1.3 The funds shall be included as an expense line item in the Director of External Relations budget in years where any member holds an external officer role and is eligible for funding.

- a. Funds shall not be reserved for students intending to run for external officer roles during the operational year; members seeking funding must be starting the year in their role.

F.2 Eligibility

F.2.1 Members in roles on the Board of Directors or Executive (whose roles require conference attendance) for either ESSCO or the CFES shall be eligible for funding. These roles are:

- a. President of either organization.
- b. Vice Presidents of either organization.
- c. Board Chair of either organization.
- d. Regional (Ontario) ambassador to the CFES.
- e. Provincial Counsellor.
- f. National Counsellor.

F.2.2 Members seeking funding shall submit to the Director of External Relations and the President a breakdown of expected expenses and other sources of funding, as well as an overview of their role and responsibilities, no later than the end of June.

F.2.3 Members seeking funding must demonstrate that they have attempted to secure funding from all other possible sources, including Dean's Donation, through AMS bursaries, and through their respective organizations.

- a. Under no circumstances shall members seeking funding apply for EngSoc bursaries for this purpose, nor shall they apply to attend external conferences as a delegate of the Engineering Society.

F.2.4 If there are no members holding positions listed in F.2.1, any member may motion to Council to allocate funds to members holding other external positions, subject to all other restrictions outlined in this section.

F.3 Value and Disbursement

F.3.1 EngSoc shall provide no more than 1000\$ in total funding, and no more than 500\$ per person, each year to support members in external officer roles. These values shall be adjusted for inflation relative to the 2024 value.

F.3.2 Once the yearly operational budget is approved by council, members granted funding may be reimbursed up to their allotted amount through a standard reimbursement request.

F.3.3 Members shall be reimbursed exclusively for travel and accommodation (if not covered by the conference) expenses; social and merchandise costs will not be reimbursed.

F.4 Conduct and Grievances

F.4.1 Grievances related to the conduct or actions of Engineering Society members provided funding for their external roles may be submitted by any member student of any member university of ESSCO or the CFES.

F.4.2 Grievances submitted in this manner shall be forwarded to the Executive and shall be investigated as described in [Section ε.C.3](#), with the President taking the role of the Vice President(s) in conducting the investigation.

F.4.3 Possible sanctions include all those described in [Section ε.C.3](#). In this instance, “loss of access to funds” shall mean that no future expenditures by the sanctioned member will be reimbursed under this policy.

i: Academics

Preamble: The Academics Policy details the function of Academic specific groups directly involved with the Engineering Society. This includes their mandate, structure, organization and any specific task/ services that they perform.

A. BETTER EQUIPMENT DONATION FUND (BED FUND)

(Ref. By-Law 16)

A.1 General

A.1.1 The Better Equipment Donation (BED) Fund was created in 1990 by the Engineering Society in response to the severe need for modern laboratory equipment in undergraduate Engineering and Applied Science courses. It was later amended to include any purchases that improve the quality of education of Queen's Engineers.

A.1.2 The BED Fund is financed by the interest generated by the Better Equipment Donation Fund capital fund.

A.1.3 The role of the BED Fund is to purchase new equipment or invest in educational initiatives on an annual basis with the funds generated that year.

A.1.4 The endowment fund, called the BED capital fund, shall be maintained as described in *By-Law 16*.

A.1.5 The BED Fund was created with the following mandate:

"Proposals for better equipment may include new equipment, equipment maintenance, lab overhaul, and special educational initiatives."

A.1.6 The philosophy of the BED Fund may be summarized as: "Improving the quality of our education through student desired and funded initiatives."

A.1.7 Money from BED is to be used to fund excellence and innovation and to enhance our education. Money from BED should not be used to fund necessary departmental purchases or foreseeable maintenance. However, emergency purchases of vital equipment in instances of unforeseen circumstances may be proposed at the discretion of the BED Head Board (as defined in *Section A.2*)

A.2 Emergency Purchases

A.2.1 An Emergency Purchase shall be defined as one of two ways:

- a. A previously approved BED Fund purchase that was not purchased during the allotted purchasing period for any reason.
- b. A previously purchased BED Fund purchase from the last 5-10 years (depending on the item and at the discretion of the BED Head Board) that requires unforeseen maintenance.

A.2.2 Emergency purchases must be approved by EngSoc Council, except in the case of proposals occurring during the summer.

- a. Any proposal occurring during the summer must be approved unanimously by the BED Head Board.

A.2.3 In the event of an emergency purchase during the summer, the Director of Academics and President are responsible for an accountability presentation occurring during the first council of the new academic year.

A.3 The Usable Interest

A.3.1 Each year, the Better Equipment Donation Fund capital fund will generate interest.

A.3.2 A portion of this interest shall be reinvested (recapitalized) to account for inflationary effects, with the remainder being used for purchases. This remainder shall be referred to as the usable interest.

A.3.3 The BED capital fund recapitalizations shall be equal to the larger of the following two values:

- a. A percentage of the BED capital fund equal to the increase in the previous year's annual average Consumer Price Index, as reported by the most recent Stats Canada CPI Annual Review.
- b. A percentage of the BED capital fund equal to the projected inflation for the upcoming year, as reported in the most recent Bank of Canada Monetary Policy Report.

A.3.4 The lower of these two values may instead be used if deemed necessary by the Director of Academics and the President and approved by majority vote at EngSoc Council.

A.3.5 The Director of Academics shall determine the recapitalization amount as described and, in collaboration with the President, communicate it to the Faculty Financial Coordinator no later than November 1st.

A.4 The BED Head Board/BED Representatives

A.4.1 The administration of the BED Fund shall be conducted by the BED Head Board.

A.4.2 The membership of the BED Head Board shall consist of:

- a. The President of the Engineering Society
- b. The Director of Academics
- c. The BED Fund Head Manager

A.4.3 There shall exist a BED Fund Committee that consists of:

- a. The BED Fund Head Manager
- b. The BED Fund Marketing and Outreach Coordinator
- c. The BED Fund Discipline Club Coordinator

A.4.4 The positions of the BED Fund Committee are filled by appointment according to the Policy Manual.

A.4.5 The Duties of the BED Fund Committee are as follows:

- a. The BED Fund Head Manager shall be responsible to the Director of Academics, and shall be responsible for the following:
 - i. Strategic planning of the BED Fund
 - ii. Research
 - iii. Overall Documentation
 - iv. Team Management
 - v. Budgeting
 - vi. Acting as the main point of contact for the BED Fund
- b. The BED Fund Marketing and Outreach Coordinator shall be responsible to the BED Fund Head Manager and shall be responsible for the following:
 - i. Facilitating the gathering of suggestions from the student body
 - ii. Planning events
 - iii. Marketing
 - iv. Education
- c. The BED Fund Discipline Club Coordinator shall be responsible to the BED Fund Head Manager and shall be responsible for the following:
 - i. Engaging with discipline heads and BED Fund reps in each discipline
 - ii. Assisting Discipline clubs with their proposals
 - iii. Having regular meetings to touch base and keep the discipline clubs informed
 - iv. Helping Discipline clubs engage with students, professors, and other stakeholders

A.4.6 The BED Representatives shall be chosen democratically by the members of their respective disciplines during Discipline Club (DSC) elections. Members of DSC executive teams may assume BED responsibilities, but this must be made clear to the discipline during the election process.

A.4.7 The first year BED Representative is elected as the Faculty Board/BED Rep during year elections in September.

A.4.8 The General BED Fund Representative will be democratically elected by EngSoc Council at AGM or the last EngSoc council of the year. The General Fund Rep does not need to be a current voting member of council.

A.4.9 The BED Representatives shall solicit purchase ideas from students in their discipline (or first year in the case of the first-year representative) and, in consultation with their departmental staff and faculty, compile them into a report detailing their proposed purchases.

- a. The BED Representatives shall be responsible to the BED Fund Discipline Club Coordinator and ultimately the Engineering Society through the Director of Academics.
- b. The BED Representatives shall also be responsible for such tasks as the BED Head Board assigns through the BED Fund Committee (e.g. ensuring accessibility to equipment), and for long term planning concerning BED-funded improvements to their educational experience.

A.4.10 The BED Fund Committee shall meet regularly, as necessary. The BED Representatives shall have a first meeting no later than the sixth week of first semester.

A.4.11 The Director of Academics shall, with the assistance of the BED Fund Committee and BED Representatives, be responsible for maintaining a record of the receipt and distribution of the funds. This receipt shall also be made public knowledge and must be accessible on the Engineering Society website.

A.4.12 A record of what equipment was purchased (make, model, serial numbers), where it is located, and who is supervising it, shall also be maintained by the BED Fund Head Manager and the Director of Academics. This record shall be maintained for at least 5 years.

A.4.13 Plaques or stickers stating, "This is a BED Fund Purchase", shall be procured and mounted on every purchase made with BED Fund money. The BED Fund Head Manager shall be responsible for purchasing the plaques and stickers and distributing them to departmental staff to be attached. The

cost of the plaques and stickers shall be paid out of the usable interest, or the general fund if the interest has already been allotted at the time of purchase.

A.5 The Allocation of BED Funds

A.5.1 Each year, the usable interest shall be divided among the 11 purchasing groups (9 discipline clubs, the general fund, and the first-year class).

A.5.2 The Faculty Financial Coordinator shall take the total usable interest and allocate a portion to each discipline/first year class based on the fraction of all undergraduate Engineering and Applied Science students enrolled in that discipline/ first year.

a. This shall be done as soon as the distribution numbers are available.

A.5.3 The general fund chart field will receive funding from the First-Year chart field carry-forward as follows.

a. The General Fund chart field should have a maximum of \$50,000 at any given time and a minimum of \$10,000.

b. The General Fund chart field should be replenished using First-Year chart field carry-forward, at the discretion of BED Head Board.

A.5.4 The Department Heads must submit receipts for their purchases to the Faculty Financial Coordinator, which should then be shared with the BED Fund Head Manager and Director of Academics. These receipts should be documented in the BED Fund and Director of Academics One Drives.

A.5.5 Department Heads may only invoice their respective BED Fund chart fields once the purchases have been approved as described in A.6.4.

A.6 BED Fund Proposals

A.6.1 In allocating the BED funds, the BED Head Board shall observe the following:

A.6.2 Proposals will be generated at the discipline level by the BED Representatives after consultation with students and applicable faculty, according to the following chronology:

a. Generating ideas at the discipline club (or First Year Executive) Level

b. Soliciting students by e-mail for ideas.

c. Soliciting input from faculty/department. Note that faculty may provide input at only this juncture to determine possible needs.

d. Compiling, based on responses from students and costs, the full, possible range of proposal options.

- e. Writing and submitting the proposal based on the most popular allocation.
- f. As a courtesy and for logistic reasons, the department will be kept up to date during the above process.
- g. The department will be informed immediately once proposal approval has been granted, so that purchasing can commence.

A.6.3 Proposals from the BED Representatives (including those in First Year), shall be made to the BED Head Board by the third week of winter semester at the latest. Proposal extensions can be given under extenuating circumstances at the discretion of the BED Fund Head Manager.

A.6.4 Proposals that follow the spirit of the BED fund can be submitted separately to the BED Fund Coordinator(s) that will benefit all disciplines and follow the same guidelines of drawing up proposals as the BED representatives. Expenditures will be approved based on:

- a. Approval by the BED Head Board (*Ref. By-Law 16.B*)
- b. Approval by the Dean of Engineering
- c. Approval by the Engineering Society Council

A.6.5 Proposals are to be drawn up by the BED Representatives according to the following guidelines.

- a. All proposals must demonstrate direct benefit primarily for undergraduate Engineering and Applied Science students.
- b. Proposals must indicate the course or location the purchases are directly benefiting for each particular discipline, with the exception of the General Fund.
- c. The General Fund proposal should attempt to benefit the majority of undergraduate engineering students and must be in a location accessible to all engineering students.
- d. Proposals must include a rationale explaining why proposed purchases meet the mandate of the BED Fund.
- e. Proposals must include a detailed budget of the proposed purchases, including model numbers and taxes. Quotes should be provided where possible.
- f. For those disciplines that overlap with Arts and Science (including First Year laboratory courses), proposals must show direct benefit primarily for undergraduate Engineering and Applied Science students. The BED Head Board will consider cross-faculty proposals if the BED

Representative is able to solicit comparable funding from the other faculty (i.e. generate additional funds from the department involved to assist in the purchase of shared equipment).

g. For those Engineering and Applied Science disciplines that share courses or equipment, the BED Head Board encourages any joint-discipline proposals on the basis that pooling funds allows more or better improvements to benefit a greater number of people. The First Years may also elect to make joint-proposals with disciplines.

A.6.6 Proposals will be approved by the BED Head Board based on the degree to which they adhere to this Policy, and their overall feasibility. Proposals must be unanimously approved by the BED Head Board.

A.6.7 The First Year BED Representative will liaise with the BED Fund Coordinator(s) for advice and mentorship. Faculty and departmental contacts are suggested as the faculty's Director of First Year, and departmental course coordinators.

A.6.8 Proposals must be approved by the Engineering Society Council by no later than the Annual General Meeting. By no later than the 2nd week in March, the final approved purchases should be sent to the faculty financial coordinator and the appropriate discipline manager.

A.7 Initiating a Donation

A.7.1 The creation of a sliding scale, tax deductible student fee (donation) to supplement the BED Fund shall be possible at the discretion of the Director of Academics and the Executive, provided the following:

- a. There is a clear reason why the donation will be needed, or an initiative which would significantly benefit the vast majority of Engineering and Applied Science students and would not be possible to finance through the BED Fund otherwise.
- b. A motion is brought to the EngSoc Council by the Director of Academics and the President to bring the creation of the new fee to referendum (*By-Law 3.E*).
- c. The Director of Academics, with support from the Executive, runs an informational campaign during the referendum campaign period informing students of the reasoning for and impacts of the new donation.
- d. The referendum results are in favor of the establishment of the donation.

A.8 Continual BED Fund Changes & Accountability

A.8.1 There shall be an open BED Fund meeting held no later than 3 weeks following the approvals of the purchases at council. The purpose of this meeting is to discuss the changes made to the BED Fund and establish if any changes need to be further made.

- a. This meeting shall be open to all students in the Engineering Society and shall at a minimum include the BED Fund Representatives, the BED Fund Committee, and the Director of Academics.
- b. Any and all legitimate concerns to the current operation of the BED Fund, at the discretion of the BED Head Board, should be brought to the last council of the year with actionable motions to adjust operations for the upcoming year. The process to define these motions can be found in the BED Fund operations manual.

A.8.2 The Director of Academics shall, with the assistance of the BED Fund Committee and BED Representatives, maintain the BED Fund Change Report, detailing any and all changes of the BED Fund as of September 2022. This report shall be made available on the Engineering Society website.

- a. This report shall be updated until one of two conditions is met:
 - i. The operations of the BED Fund have not been altered for a period of two (2) consecutive years
 - ii. The structure of the BED Fund is drastically altered to an extent similar to the changes in the inaugural Change Report
- b. If the second condition is determined to have occurred by the BED Head Board, the procedure for the changes shall be documented and made available to all interested parties, via some or all of the following channels:
 - i. Creation of an entirely new or updated BED Fund Impact Report
 - ii. Hosting of another BED Fund Change Meeting
 - iii. Creation of an entirely new or updated BED Fund Change Report
 - iv. Any additional documentation necessary to detail the changes and make the BED Fund as transparent as possible to students.

B. FACULTY BOARD REPRESENTATIVES

(Ref. By-Law 7, Part I & Part III)

B.1 The Student Caucus

B.1.1 The student caucus acts as a liaison between the Faculty Board of Engineering and Applied Science and the Engineering Society.

B.1.2 The caucus is made up of the following:

- a. President
- b. The Vice President (Student Affairs)
- c. The Vice President (Operations)
- d. The Vice President (Finance & Administration)
- e. Two Senators, and
- f. Four elected members
 - i. One faculty board representative from each of the four years

B.1.3 The President shall serve as the Chair of the caucus.

B.1.4 The Chair shall ensure that:

- a. Caucus members have pertinent information for upcoming Faculty Board meetings.
- b. Caucus members understand the procedural rules of the Faculty Board.
- c. Caucus members are informed on matters likely to be discussed by the Faculty Board.
- d. Caucus members are aware of the dates of future Faculty Board meetings.
- e. An oral report pertaining to the activities of Faculty Board is delivered to the Engineering Society Council by any caucus member.

C. ENGLINKS LENDING LIBRARY

C.1 Purpose and Responsibilities

C.1.1 The EngLinks Lending Library is a collection of textbooks for engineering courses, with the goal of lifting financial burden off students by offering temporary use of textbooks free of charge.

C.1.2 Any engineering student is able to use textbooks from the Lending Library as needed.

C.2 Structure and Organization

C.2.1 The Lending Library will be housed in the Integrated Learning Centre (ILC), with the textbooks available for use throughout the ILC.

C.2.2 The Lending Library will be overseen by the EngLinks Librarian

- a. The EngLinks Librarian will be either an existing member within the Director of Educational Services portfolio or an individually hired position as determined by the Director of Educational Services.
- b. The EngLinks Librarian will be responsible for the maintenance and expansion of the Lending Library.

C.2.3 The Executive/Director, EngLinks, and iCon teams will share responsibility for the lending and retrieving of textbooks.

C.2.4 To rent out a textbook, a student must provide their name and student number from their student card to ensure the status of the textbook is properly recorded.

C.2.5 The duration of a textbook rental will be determined by the EngLinks Librarian based on current demand.

C.2.6 The Lending Library will initially contain a core of widely used textbooks and will expand over time to meet student demand.

C.2.7 All textbooks will be property of the Engineering Society and will be purchased under the budget of the Educational Services.

κ: Student Development

Preamble: The Groups and Clubs Policy is intended to display the policies related to the operation of such organizations within the Engineering Society. The policy details internal operations issues for structures (such as Athletics) that are not governed by their own documents. Policy issues covered by the constitution of member clubs are not reiterated in this document unless they pertain to issues affecting the operation of the Engineering Society. Please see the appropriate appendix for respective constitutions.

A. ENGSOc AFFILIATED CLUBS

A.1 The Engineering Society shall recognize the student organizations listed in *By-Law 10.C* as affiliated clubs of the Engineering Society.

A.2 Ratification and Guidelines

A.2.1 All clubs affiliated with the Engineering Society shall be under the jurisdiction of the Society. An affiliated club is a group under the jurisdiction of the Engineering Society that functions to achieve its mission statement. Affiliated clubs have access to financial resources and oversight. Affiliated clubs are overseen by the Director of Clubs and Conferences and Vice President (Student Affairs).

A.2.2 All clubs affiliated with the Engineering Society must follow the mandating governing documents.

A.2.3 All clubs affiliated with the Engineering Society must bank with the “Bank of EngSoc” or the Faculty of Engineering and Applied Science to be ratified.

a. If an affiliated group decides to cease banking with the “Bank of EngSoc” or the Faculty of Engineering and Applied Science, and begin banking with another entity, they will be de-ratified, effective immediately.

i. An exception shall be made for dually ratified clubs, who may bank with the other Faculty Society under which they are dually ratified.

A.2.4 Any student organization wishing to become affiliated with the Society and/or enjoy the use of publicity shall obtain recognition from the Society in the form of ratification of its charter (as defined below) by a majority vote at Engineering Society Council. The organization will submit this document to the Director of Clubs and Conferences and Director of Governance, at least seven (7) days before the proposed council. They shall review the charter

based on guidelines set out in this section or otherwise established by the Engineering Society before presenting to Council.

A.2.5 The charter of an Engineering Society affiliated club shall be a brief document covering the following sections:

- a. Its objectives and mission statement.
- b. Any conditions of membership.
- c. The rights, privileges, and obligations associated with membership.
- d. The composition of the governing body including its officers, their mode of selection, and their duties/privileges.
- e. Provisions for impeachment and votes of non-confidence regarding any officer.
- f. Provision of adequate banking and account information as based on Section *0.E* of the policy manual.
- g. Any separate fees and levies upon membership and provisions for approval thereof by membership as a whole or paid positions available to its members.
- h. A fifty (50) word summary of their team to be used for promotional purposes.

A.2.6 The charter must not contain violations of the Queen's University Code of Conduct and the Engineering Society Constitution, By-Law, and Policy.

A.2.7 All charter changes will be brought to the Society for review when needed.

A.2.8 No student organization under the jurisdiction of the Society shall be exclusive in its membership on the grounds of race, colour, religion or social status, as in accordance with the Ontario Human Rights Code.

A.2.9 Membership and/or participation in the activities of Engineering Society affiliated clubs shall be open to all members of the Queen's Engineering Society. Membership/ participation may be extended to members of other faculties, graduate students, and faculty members. All exceptions must be documented in the organization's charter.

A.2.10 Student organization members and Executive officers shall serve as such without remuneration, with the exception of those positions approved in the group's charter and when the approval of the Director of Clubs and Conferences is given.

A.2.11 It is to be understood by all members that as a ratified club the actions of the group reflect the actions of the Engineering Society and all members past and present.

A.3 Rights and Privileges

A.3.1 All clubs have the right to be listed as a ratified Engineering Society Club and must appear in By-Law as a ratified club without a separate motion needing to occur.

A.3.2 Clubs have the right to use the Engineering Society mail, printing, and banking services.

A.3.3 Clubs can attend Engineering Society training, including but not limited to, website, hiring, finance and officer training.

A.3.4 Every club has the right to solicit members and collect membership fees as well as solicit volunteers and participants for club activities and events.

A.3.5 Every club may apply to participate in events, including but not limited to Eng Day during Orientation week and workshops.

A.4 Obligations

A.4.1 Every club shall hold all activities and events in accordance with their mandate as stated in their club's constitution.

A.4.2 Engineering Society ratified clubs and their Executive officers shall be responsible for familiarizing themselves with relevant Queen's University, Alma Mater Society, and Engineering Society policy and procedures and shall act in accordance. This includes but is not limited to policy regarding travel and off campus activities.

A.4.3 At least one representative from the Executive team of each Engineering Society ratified club must attend each club round table meeting as chaired by the Director of Clubs and Conferences.

A.4.4 Every club shall keep and maintain membership lists and volunteer lists if applicable to provide to the Vice President (Student Affairs) upon request.

A.4.5 The Club must bank with the Engineering Society or the Faculty of Engineering and Applied Science to remain an affiliated group.

- a. An exception shall be made for dually ratified clubs, who may bank with the other Faculty Society under which they are dually ratified.

A.5 Funding

A.5.1 Clubs shall be eligible to receive Society donations and/or grants including the Engineering Society Dean's Donation and grants outlined in *Section κ.C.3* of the Policy Manual. Any funding received from the Society shall be spent for the purpose for which it was requested.

A.5.2 Funding allocated to clubs shall be held by the Society until the need for the specific event for which it is budgeted.

A.5.3 All clubs shall maintain an updated budget which may be reviewed by the Director of Finance if needed.

A.5.4 It is understood that all clubs recognized through this policy are not agents of the Society, cannot incur debts or obligations on behalf of the Society, and cannot attribute their debts or obligations to the Society.

A.5.5 Money received by any club from any source, including but not limited to, sponsorships, grants, donations, or winnings must be used only for the expressed purposes of the club as outlined in its charter. Misuse of funds will result in appropriate action and may result in the Vice President (Student Affairs) de-ratifying the group in question.

A.6 Web Access

A.6.1 Each club president or chair will be provided with an Engineering Society e-mail address and access to web space. The content of all e-mails and postings is subject to the University's Code of Conduct and should be used for club specific purposes only.

A.6.2 If account information is lost, it is the responsibility of the Director of Information Technology to reset the account information accordingly.

A.6.3 Webspace must be updated once a term to reflect the changing objectives and goals of the club as well as post any new information such as activities, meetings, internal structure, and hiring.

A.6.4 The Engineering Society e-mail address for the club must be checked a minimum of once per month.

A.6.5 All clubs are subject to the Engineering Society Computing Policy found in *λ.B*.

A.7 De-Ratification

A.7.1 De-ratification is the immediate removal of all rights, privileges, liability, and association with the Engineering Society. De-ratification is indefinite unless another ratification for the club occurs.

A.7.2 There are two ways an Engineering Society Club can be de-ratified;

- a. By a majority vote at EngSoc Council

- i. The motion to de-ratify should provide a clear justification for de-ratification.
 - ii. The affiliated group shall be notified via e-mail that a motion of de-ratification will be debated at the next meeting of council, notwithstanding a motion added to the agenda during a meeting of council.
- b. Immediately by the Vice President (Student Affairs) of the Engineering Society
 - i. In the event of de-ratification by the Vice President (Student Affairs) of the Engineering Society, the Engineering Society Council shall be notified at their next meeting of the de-ratification and the reasons for it.

A.7.3 The de-ratified team will be notified via e-mail immediately upon de-ratification, including the reason given for de-ratification.

B. DESIGN GROUPS

B.1 General Guidelines

B.1.1 The Engineering Society of Queen's University will acknowledge the existence of Design Team and Design Club affiliated groups.

B.2 A Design Team is considered to be a special form of an Engineering Society ratified affiliated group under the Director of Design and overseen by the Vice President (Student Affairs). Design Teams develop projects that compete in engineering design competitions against other post-secondary institutions or professional groups.

B.3 A Design Club is considered to be a special form of an Engineering Society ratified affiliated group under the Director of Design and overseen by the Vice-President (Student Affairs). Design Clubs are eligible for the Space Allocation matrix provided they have a competition against other post-secondary institutions or professional groups.

B.4 Design Clubs are unable to build any kind of project unless it is on Queen's controlled properties overseen by their faculty advisor.

- a. Design Clubs are only able to apply to Dean's Donation after they have been ratified for one year.

B.4.2 The Engineering Society shall recognize the student organizations listed in *By-Law 10.D* as design teams and design clubs of the Engineering Society.

B.4.3 The Engineering Society may also have design clubs, to be listed below if existing.

B.4.4 Safety is the main concern in the competitive design team space. Since design teams will know their specific safety concerns and procedures, each team must complete a standard safety inspection checklist at the end of each operation month during the academic year (September, October, November, January, February, and March). The checklist must be completed by each team's Safety Officer and signed by the Director of Design. Failure to submit a checklist by the determined due date shall result in a warning, administered by the Director of Design.

B.4.5 The safety officer of each team must ensure that team members are using appropriate personal protective equipment (PPE) when working in either the shared team space or individual team bay.

B.4.6 In order to have access to the competitive design team space, the member must have valid WHMIS training. If a non-WHMIS certified member wishes to work in the building, they must be accompanied by a person with valid WHMIS training.

B.5 Ratification Guidelines

B.5.1 Any student group wishing to be ratified by the Engineering Society as a design group must:

- a. Fill out an initial ratification form to be reviewed by the Director of Design. The ratification forms will be made available in the Tom Harris Student Lounge and the Engineering Society website for any group.
- b. The Director of Design will then meet with the prospective design group. In this meeting, design groups will present:
 - i. The Design Groups' updated charter in accordance with the governing documents of the Engineering Society of Queen's University.
 - ii. The signature of the aforementioned faculty sponsor must be present on the submitted charter.
 - iii. A prototype of the proposed groups project.
 - iv. An initial budget that outlines both the current and upcoming fiscal years, in accordance with the Engineering Society formatting and financial policies.

- v. A list of at least 20 members currently on the design group with at least 60% of members being engineering students

B.5.2 The student group does not need to follow the Engineering Society hiring policy as seen in *section γ.B* until they become ratified

B.5.3 After the Director of Design has reviewed the initial ratification form, prototype, and budget, the Vice-President (Student Affairs) may approve the group as a ratified group under the Engineering Society.

- a. As seen in Policies *B.2* and *Error! Reference source not found.*, groups will be classified as either a Design Team or Design Club.

B.5.4 The above classification will determine the state of space acquisition and privileges within the Engineering Society as stated in Policies B.1.2 and B.1.3.

B.5.5 Upon the recommendation of the Vice President (Student Affairs), the Director of Design along with a member of the prospective design group will motion to ratify the prospective design group.

B.5.6 Design Groups must be present at the Engineering Society Council for which they are being ratified and must present to the members of Council why they should become an affiliated group under the Engineering Society of Queen's University.

B.5.7 If the motion to ratify the design group passes, the group will become an affiliated design group pending the approval of the Dean of Engineering and Applied Science.

B.6 Re-Ratification Process

B.6.1 Ratified design groups must apply for re-ratification at the beginning of every school year. The deadline for this application shall be set by the Director of Design and must be in the month of September.

B.6.2 Re-ratification forms will be made available by the Director of Design prior to the deadline.

B.6.3 After the re-ratification form has been completed, the Director of Design will review the applications. Upon the approval of re-ratification by the Director of Design:

- a. Design Groups will be given access to their space in accordance with the Space Allocation matrix.
- b. Design Clubs will be added to the list of approved groups to use Engineering Society Design Club space booking.

B.6.4 Throughout the year, design groups must submit quarterly reports to the Director of Design to remain ratified. The quarterly reports will be made on the Engineering Society website.

- a. The contents of both the re-ratification form and quarterly reports will be brief in nature and vary year to year upon the decision of the Director of Design with recommendation from the Vice-President (Student Affairs).

B.6.5 To qualify for re-ratification, all design group executives must agree to and attend required training set out by the Director of Design and mandated by the Engineering Society of Queen's University.

- a. The contents of the required training will vary year to year upon the decision of the Director of Design with recommendation from the Vice President (Student Affairs) and Director of Human Resources.

B.7 De-Ratification Process

B.7.1 If the group is de-ratified, they will lose access to all space, be removed from Engineering Society governing documents, and lose access to Engineering Society services, effective immediately.

B.7.2 In any event that a design group has broken the affiliated group contract with the Engineering Society, Faculty of Engineering and Applied Science (Stewardship Agreement or Safety Plan), and/or the upkeep of space, the Director of Design may issue 48-hour warnings to groups. Within these 48 hours, groups have a chance to address the issues brought to them by the Director of Design.

B.7.3 If the issues are not resolved within the 48 hours given by the Director of Design, the Director of Design may:

- a. Lock out a design group from their allocated space for a duration of 1 week.
- b. Remove a design club from the Engineering Society Design Club space booking list for a duration of 1 week.

B.7.4 The design group at fault must meet with the Director of Design within the 1 week of action taken. The design group must outline to the Director of Design why the incident happened, how they will resolve it, and how they plan to prevent future incidents of the relevant nature.

B.7.5 In the event that the Director of Design is satisfied with the resolutions discussed in **B.7.4**, the 1-week sanction will be lifted.

B.7.6 In the event that the Director of Design is not satisfied with the resolutions discussed in **B.7.4**, the design group will incur an additional 1

week sanction and must meet again with the Director of Design with the presence of the Vice President (Student Affairs).

B.7.7 In the event that the Director of Design is again not satisfied with the resolutions discussed in **B.7.4**, the Director of Design may recommend to the Vice President (Student Affairs) that they de-ratify the design group in question.

B.7.8 A design group that is de-ratified by the Engineering Society may not re-apply for ratification within the school year of being de-ratified.

B.7.9 A design group will be eligible to be ratified the following school year after de-ratification. The process to become a ratified group is noted in B.2.

B.8 Web Access

B.8.1 Design groups shall receive equivalent privileges to those granted to EngSoc Clubs and must abide by those rules governing the use and access of such accounts.

B.8.2 All design teams are subject to the Engineering Society Computing Policy found in Policy Manual **A.B**.

B.9 Design Team Roundtable

B.9.1 The Director of Design will Chair a minimum of three (3) roundtables, which are designed to be a time for groups to discuss problems and issues relating specifically to their group as well as other groups, provide updates on their progress, and allow for the Engineering Society to relay important information to the teams.

B.9.2 A member of the Executive for each design group must attend each meeting. Due to the importance of these meetings, failure to attend may result in the Director of Design issuing a 48-hour warning to the team in question. The team in question will have 48 hours to address the concern and resolve any issues.

B.9.3 If a design team executive is unable to attend the Design Team Roundtable, they can do so with the approval of the Director of Design and Vice President (Student Affairs).

B.10 Space Allocation

B.10.1 Only currently ratified competitive design teams or design groups with a competition are eligible to acquire dedicated space within the Integrated Learning Center. The reallocation of space occurs every even year (i.e., 2022, 2024, 2026...). The template form and information will be sent out

in January of the year. The deadline for this form shall be set to be in April of the year and move-in shall be in the first week of September of the year.

B.10.2 All design teams must submit the Space Allocation form to be eligible for space for the following two years, including teams with existing space. All design teams with existing space that do not resubmit the form will be issued a warning one week prior to the submission deadline and may be removed from the Integrated Learning Center.

B.10.3 The form will be made available on the Engineering Society website and should be submitted to the current Director of Design. The Space Allocation form will be reviewed by the Director of Design, the Vice-President (Student Affairs), the General Manager, and the FEAS Operations and Facilities Manager or designate.

B.10.4 The Space Allocation form consists of six items:

- a. Summary of the Team
- b. Team Competition
- c. Member Development
- d. Team Structure, Culture, and Dedication to EDII-AS
- e. External Affairs
- f. Space Allocation Matrix Weight

B.10.5 Included in the Space Allocation form, design groups must also submit their Safety Plan, Charter, and Stewardship Agreement.

B.10.6 The contents of the Space Allocation form may vary year to year upon the decision of the Director of Design with recommendation from the Vice President (Student Affairs).

B.10.7 Teams will be provided an opportunity to discuss the results with the panel as a whole.

B.10.8 In the event that a group vacates their space in the Integrated Learning Centre before their two-year term is completed, a similar space allocation process will be held specifically for that space. The form contents will consist of the same elements as the normal space allocation process. The group(s) who receive access to the vacated space will only have it until the next official space allocation process when they must resubmit an application to be considered for space.

C. SPECIAL EVENTS

C.1 December 6th Memorial

C.1.1 The December 6th Memorial shall be a memorial service held with the following purposes:

- a. To remember the killing of fourteen women at l'École Polytechnique on December 6th, 1989.
- b. To raise awareness of violence against women in engineering and violence against women in general as an issue in our community and others.
- c. To show solidarity to those in our community affected by violence against women.

C.1.2 The December 6th Memorial shall be planned and executed by the December 6th Memorial Coordinator in conjunction with the Faculty of Engineering and Applied Science (*Ref. β.Error! Reference source not found.*).

C.1.3 The December 6th Memorial shall exist within the portfolio of the Director of Student Life.

C.2 Other Special Events that should be run annually include:

C.2.1 First Year Engineering Orientation Week (*Ref. η.W*)

C.2.2 Science Formal (*Ref. η.W*)

C.2.3 Fix N' Clean

C.2.4 Terry Fox Run

C.2.5 Design Team Showcase

λ: Information Technology

Preamble: The Information Technology policy outlines the responsibility of Information Technology officers inclusive of their roles and responsibilities. The policy details the appropriate use of all information technology owned and/or operated by the Engineering Society made available to its members for both personal/academic use as well as for the work of the Society. Services managed by the Information Technology officers are also detailed in this policy.

A. INFORMATION TECHNOLOGY

A.1 General

A.1.1 Information Technology is an essential department vital to the operations of the Engineering Society.

A.1.2 The Director of Information Technology shall be made up of two teams, the IT Operations Team and the Engineering Society Software Development Team (ESSDev). These teams will be supplemented by additional positions as per the discretion of the Director of Information Technology.

A.1.3 In conjunction with the Director of Information Technology, the IT Operations Team will be responsible for overseeing all aspects of ongoing Information Technology Operations.

A.2 Engineering Society Software Development Team

A.2.1 The Engineering Society Software Development Team shall oversee one or more software projects that can benefit members of the Engineering Society.

A.2.2 The acronym of the Engineering Society Software Development Team shall be ESSDev.

A.2.3 The ESSDev team may also provide coding workshops, coding competitions, and networking events with information technology companies.

A.2.4 The Engineering Society Software Development Team shall consist of:

- a. Engineering Society Software Development Team (ESSDev) Manager
 - i. In conjunction with the Director of Information Technology, the ESSDev Manager shall be responsible for overseeing and supporting the projects undertaken by ESSDev team members.

- ii. The ESSDev Manager shall be responsible for facilitating the hiring of ESSDev Team Members.

- b. Engineering Society Software Development Team (ESSDev) Members

- i. With the support of the ESSDev manager and Director of Information Technology, the members will work on projects with a focus on improving the student experience.

A.2.5 The Engineering Society Software Development Team Manager shall report their activities to the Director of Information Technology.

A.3 IT Operations Team

A.3.1 The IT Operations Team shall oversee the operations of different IT operations and projects.

- a. Projects may consist of but are not limited to: security initiatives, new software rollouts, documentation, existing infrastructure overhauls, IT automation, and general ongoing maintenance.

A.3.2 The Team shall consist of:

- a. IT Operations Manager

- i. The IT Operations Manager shall coordinate with the Director of Information Technology and IT Operations Team Members to meet the operational responsibilities.

- ii. The IT Operations Manager shall be responsible for facilitating the hiring of IT Operations Team Members.

- b. IT Operations Team Members

- i. The IT Operations Team Members shall build and integrate solutions to streamline common IT processes.

- c. The short name for the IT Operations Team shall be ITOps Team.

A.3.3 Every position in the IT Operations Team, regardless of given access, shall sign an Engineering Society NDA due to their proximity and potential access to confidential information as outlined in *By-Law 20*.

A.3.4 The IT Operations Team Manager shall report their activities to the Director of Information Technology.

A.3.5 The IT Operations Team shall budget for one appreciation dinner per year.

A.4 Summer IT Officer

A.4.1 The Vice President (Finance & Administration) may, in consultation with the Director of Information Technology, hire a Summer IT Officer.

A.4.2 The Summer IT Officer shall be responsible for completing tickets through the EngSoc helpdesk and working on projects assigned by the Vice President (Finance & Administration) or the Director of Information Technology in the summer.

A.4.3 The Summer IT Officer shall be paid \$20.00 per hour and work a minimum of 2 hours per operational week.

A.5 Director of Information Technology

A.5.1 The duties of the Director of Information Technology shall be consistent with those outlined in *Policy Manual §.C.13* and *By-Law 8*.

B. ENGINEERING SOCIETY COMPUTER POLICY

B.1 Accounts

B.1.1 Accounts for the Engineering Society computing facilities, including but not limited to web, e-mail, and file storage, will be given out by the Director of Information Technology to individuals or groups needing access.

B.1.2 The Director of Information Technology shall create new accounts for users that request access, upon receipt of the request through a support ticket, stating the purpose for said account.

B.1.3 Accounts designated for a group of people shall be given to a designated account holder who shall have full responsibility over the account. This designated account holder shall usually be the “head” of the group, when possible.

B.1.4 In the event that there should be two heads of a group, both heads shall be given account information, the name on the account shall remain fixed, describing the representative group, and both members shall adhere to all rules outlined in *By-Laws 20-21* and this policy.

B.1.5 Accounts shall be given to groups instead of individuals except when there is a clear need for individuals to have their own independent account.

B.1.6 The designated account holder(s) must use discretion when allowing other group members access to their group account.

B.1.7 The IT Team are required to keep on file the name and (non-EngSoc) e-mail address of every account holder.

B.1.8 Account users are responsible for removing all personal information prior to the end of the user’s term. The Director of Information Technology shall reset and transition access to the incoming members as instructed by the Vice President (Finance and Administration).

B.2 Computer Usage Rules and Guidelines

B.2.1 All users are bound by the Queen's University Computer User Code of Ethics.

B.2.2 All software installed on Engineering Society workstations must be approved by the Director of Information Technology.

B.2.3 Engineering Society facilities should not be used to store personal files, i.e. files unrelated to the business, operation or history of the Engineering Society and its affiliated groups, clubs, and services. Such files will be removed without warning by the IT Managers. This includes, for example, academic assignments.

B.2.4 Computer users may have access to confidential data belonging to the Engineering Society. Under no circumstances shall this data be disclosed to others. In the event that such a breach in confidentiality occurs, the Vice President (Finance & Administration) must be notified immediately, and appropriate actions will be taken.

B.2.5 With the exception of the computers purchased by the BED Fund, the Engineering Society computer facilities are primarily to be used for Engineering Society related activities. Such activities shall have priority over personal use.

B.2.6 Account passwords should be changed on a frequent basis. At the very least, the passwords must be changed when there is a new account holder.

B.2.7 Users must not disclose their password to anyone.

B.2.8 Users should not leave computer logged in and unattended. When they have finished using a computer or other resource, they must log off.

B.2.9 Users shall be courteous when sharing limited computer resources.

B.2.10 The Engineering Society reserves the right to monitor the use of all EngSoc accounts and computing resources.

B.2.11 The Engineering Society will charge users a fee for printing to be set by the Vice President (Finance & Administration).

- a. An exception is made for those making use of the printer for EngSoc related reasons.

B.3 Disciplinary Action

B.3.1 In the event that the Engineering Society computing facilities are being abused, any or all of the following actions may be taken by the Director of Information Technology and the Vice President (Finance & Administration), depending on the nature and severity of the request:

- a. A warning and request to cease the violation may be issued.
- b. The user may be held responsible for repayment of any costs incurred.
- c. Access to the Engineering Society computing facilities may be restricted or suspended.
- d. The Engineering Society Executive and Council may be notified.
- e. Queen's University Information Technology Services may be notified.

B.3.2 The above actions do not preclude other Engineering Society or University disciplinary or legal actions from being invoked.

B.4 Website

B.4.1 All website content from teams, clubs, or services shall be hosted on Engineering Society resources and shall be overseen by the Director of Communications, unless express written permission is given to the group by any of the Executive.

B.4.2 Those producing website content shall endeavour to ensure that it preserves the strong reputation of the Engineering Society and of the Faculty of Engineering and Applied Science.

B.4.3 All website content must comply with the Queen's Code of Conduct.

B.4.4 The Vice President (Finance & Administration) shall have authority over and responsibility for any content hosted on the Engineering Society domain or housed on Engineering Society resources.

B.4.5 The Executive may order the removal of any content deemed to be inconsistent with the reputation and image of the Engineering Society.

B.4.6 Such a decision may be appealed to the Engineering Society Council, who may overrule the Executive with a majority vote.

B.5 Emails

B.5.1 Emails will follow the format of
<group>.<position>@engsoc.queensu.ca.

B.5.2 If the email alias is 15 characters or more, it can be changed to an appropriate short form.

B.5.3 When creating a shortened alias, look for existing patterns in existing emails.

- a. It is up to the judgement of the Director of Information Technology if already existing emails that do not follow this format will be replaced with a new alias.

C. MAILING LIST PRACTICES

C.1 General guidelines

C.1.1 The Engineering Society shall maintain a number of mailing lists for informational purposes. These lists shall be used solely as a method of providing information to members and promoting the advancement of the Society and its membership.

C.1.2 All Society mailing lists are implicitly opted-into upon payment of Engineering Society student fees, with the exception of opt-in lists created by other groups and officers.

C.1.3 All mailing lists shall be distributed by the Vice President (Student Affairs), with consent from the specified parties.

C.1.4 Titles of messages posted to open mailing lists shall be preceded by the name of the mailing list in square brackets, and should not contain any:

- a. Mistakes in grammar or spelling
- b. Abbreviations
- c. Acronyms
- d. Fully capitalized words
- e. Exclamation points in succession

C.1.5 Message contents on lists operated by the Engineering Society shall not contain any content that is discriminatory, derogatory, or generally offensive.

C.1.6 Messages posted to Engineering Society mailing lists should be free of spelling and grammar errors.

C.2 AllEng mailing list:

C.2.1 The purpose of the AllEng mailing list is to be the primary means of electronic communication between the Engineering Society and the entirety of its membership.

- a. All new members of the Engineering Society shall be subscribed to the AllEng mailing list upon their arrival to Queen's University in the fall term.
- b. All graduating members shall be removed from the AllEng list upon the start of the next fall term immediately following their graduation.

C.2.2 The AllEng mailing list shall be moderated by the Vice President (Student Affairs), with newsletters to be created and formatted by the Director of Communications.

C.2.3 The AllEng mailing list shall be sent out once weekly during both the fall and winter terms and may also be sent out twice monthly during the summer months and during exam periods.

C.2.4 Topics of messages posted to the AllEng mailing list shall be strictly limited to:

- a. Information regarding events associated with the Engineering Society and/or its associated groups:
- b. Information regarding involvement opportunities within the Engineering Society and/or its associated groups.
- c. Matters of significance to the community at large, with specific relevance to the Engineering Society membership. These shall include, but not be limited to:
 - i. Messages from the Alma Mater Society.
 - ii. Messages regarding municipal, provincial, and federal elections.

C.2.5 Confidential information, as described in *By-Law 20.B*, pertaining to the creation of the year mailing lists and the “AllEng” mailing list shall be confined to the parties named in the agreement with the Registrar’s Office. No other officers or members of the Society shall have access to this information.

C.2.6 Any complaints about the content in the AllEng mailing list may be directed to the Vice President (Student Affairs) or the Engineering Review Board.

C.3 Year Mailing Lists

C.3.1 There shall exist mailing lists for each present undergraduate Year for the purpose of conveying information as it specifically applies to each Year.

- a. Each Year mailing list shall contain all members of that Year.

C.3.2 All Year mailing lists shall be administered by the Vice President (Student Affairs).

- a. Content for year mailing lists shall be submitted to the Vice President (Student Affairs) from Year Executive councils for distribution no more than once per week. The only exception is the First Year mailing list, where content must only come from the Director of First Year.

C.4 Council Mailing List

C.4.1 There shall exist a mailing list that contains all voting members of the Engineering Society Council, Directors, other non-voting officials, and any non-voting member who wishes to receive the Council mailing distribution.

- a. Non-voting members can request membership to the council list by sending an e-mail request to the Director of Governance.

C.4.2 The Council mailing list shall only contain notices of reminder about upcoming councils and council documents.

C.4.3 The Council mailing list shall be distributed no more than once per week during the school term, once during exams and once per month over the summer.

C.4.4 The Director of Governance is the only person that can submit content for distribution to the list with the exception of the Vice President (Student Affairs), and President during the summer months.

C.5 Additional Mailing Lists

C.5.1 From time to time there may be a need for officers of the Society or groups within the Society to maintain a mailing list. In this case, the interested party must contact the Vice President (Student Affairs), who shall determine if the list furthers the objectives described in C.1.1. Additionally, the Director of Information Technology shall be consulted on list message volume, to ensure that the desired list will not hinder the delivery of other messages.

C.5.2 Lists created by officers or groups must adhere to the guidelines outlined in C.1.

C.5.3 Any collector of information for the creation of a mailing list shall sign a confidentiality agreement and shall ensure that any information defined as confidential collected in the process of mailing list creation is processed in accordance with *By-Law 20* and 21.

C.5.4 All additional lists will be subject to audit by the Director of Information Technology periodically to ensure that list volume is not excessive and that the list is still active.

C.6 Any complaints about content on an opt-in mailing list may be directed to the Engineering Review Board.

C.7 Confidential Council Mailing list

C.7.1 There shall exist a mailing list that contains only voting members of the Engineering Society Council, Directors, the Society General Manager, and the Society Officer.

C.7.2 The Confidential Council mailing list shall only contain Council documents related to closed sessions of Council and those deemed confidential by the Engineering Society Executive.

C.7.3 Any messages or documents distributed through this list shall not be shared publicly with non-council members.

C.7.4 The Director of Governance is the only person that can submit content for distribution to the list with the exception of the Vice President (Student Affairs), and President during the summer months.

μ: Conferences and Competitions

Preamble: The conferences and competitions policy outlines some of the possible conferences and completions that the Engineering Society may host or attended, including their objectives and the structure of their respective organizational committees when applicable.

A. INTERNAL CONFERENCES AND COMPETITIONS

(Ref. By-Law 9)

A.1 General

A.1.1 Each year the Engineering Society shall hold the following conferences and competitions. The aims of the conferences are to make engineering students aware of the various aspects of engineering and the opportunities available to them as future engineers. The competitions allow the engineering students to apply their knowledge and skills towards practical problems. Both types of events also give the students the opportunity to be exposed to and interact with professionals in industry and government.

A.2 Ratification and Guidelines

A.2.1 All conferences ratified by the Engineering Society shall be under the jurisdiction of the Society.

A.2.2 Any conference wishing to become ratified by the Society shall obtain recognition from the Society in the form of ratification of its charter (as defined below) by a majority vote at EngSoc council. The organization will submit this document to the Director of Clubs & Conferences and Director of Governance no less than seven (7) days prior to the proposed council. The Director of Clubs & Conferences and Director of Governance shall review the charter based on guidelines set out in this section or otherwise established by the Engineering Society before presenting to Council.

A.2.3 The charter of an Engineering Society ratified conference shall be a brief document covering the following sections:

- a. Its objectives and mission statement.
- b. The composition of the governing body including its officers, their mode of selection, and their duties/privileges.
- c. Provisions for impeachment and votes of non-confidence regarding any officer.

d. Provision of adequate banking and account information as based on Section 9.E of the policy manual.

e. A fifty (50) word summary of their team to be used for promotional purposes.

A.2.4 The charter must not contain violations of the Queen's University Code of Conduct and/or the Engineering Society Constitution.

A.2.5 All charter changes will be brought to the Society for review when needed and be submitted to the Director of Clubs & Conferences each year, no later than one month following the appointment of the conference Executive.

A.2.6 The charter needs to be submitted by the conference's Chairs to the Director of Clubs & Conferences one month after being hired.

A.2.7 No student organization under the jurisdiction of the Society shall be exclusive in its membership on the grounds of race, colour, religion, or social status, as in accordance with the Ontario Human Rights Code.

A.2.8 Participation in the activities of Engineering Society ratified conference shall be open to all members of the Queen's Engineering Society. Participation may be extended to members of other faculties, graduate students, and faculty members. All exceptions must be documented in the organization's charter.

A.2.9 Conference Executive officers shall serve as such without remuneration, with the exception of those positions approved in the group's charter and when the approval of the Director of Clubs & Conferences is given.

A.2.10 Engineering Society ratified conferences and their Executive officers shall be responsible for familiarizing themselves with relevant Engineering Society policy and procedures and shall act in accordance. Failure to comply with any other relevant Engineering Society policy, the Engineering Society constitution or the organization's own charter may result in the Director of Clubs & Conferences and the Vice President (Student Affairs) proposing to council that the conference be de-ratified.

A.3 De-Rectification

A.3.1 De-ratification is the immediate removal of all rights, privileges, and association with the Engineering Society.

A.3.2 There are two ways an Engineering Society Conference can be de-ratified;

a. By a majority vote at EngSoc Council.

- i. The motion to de-ratify should provide a clear justification for de-ratification.
- ii. The conference must be notified via e-mail that a motion of de-ratification will be debated at the next meeting of council, notwithstanding a motion added to the agenda during a meeting of council.
- b. By the Vice President (Student Affairs) of the Engineering Society.
 - i. In the event of de-ratification by the Vice President (Student Affairs), the Engineering Society Council shall be notified at their next meeting of the de-ratification and the reasons for it.
- c. The de-ratified conference will be notified via e-mail immediately upon de-ratification, including the reason given for de-ratification.

A.3.3 If a conference does not run for two consecutive years, it will automatically be de-ratified and must be again ratified by council to continue, with the exception of extenuating circumstances.

A.4 Conference Coordination

A.4.1 The Director of Clubs & Conferences shall act as a liaison and resource to the conferences. They shall relay all pertinent information between the conferences and be a resource for each. Their duties include, but are not restricted to:

- a. Attending at least one meeting a month with each conference committee.
- b. Chairing the conference roundtable.
- c. Collecting and recording all conference Chair transition reports, which are subject to the coordinators approval before being finalized.
- d. Extending invitations to potential external delegates and acting as EngSoc and conference contact for all external delegates attending the event with the permission of the respective committees.
- e. Obtaining letters of endorsement from the Dean of Engineering and Applied Science and the Engineering Society Executive pertaining to sponsorship, speaker, and delegate welcome packages.
- f. Ensuring Engineering Society hiring policies are being adhered to by the conferences, while participating in the conference Chair hiring.
- g. Attending regular meetings with the Vice President (Student Affairs).
- h. Respecting conference confidentiality.

A.5 Conference Committee

A.5.1 The Engineering Society shall appoint the Chair(s) of the organizing committee of each conference or competition on the recommendation of the appointments committee.

A.5.2 The Chair(s) must be a member of the Engineering Society, with exceptions given to conferences ratified by other student organizations.

A.5.3 The size and structure of the balance of the organizing committee shall be up to the discretion of the Chair(s).

A.5.4 The new organizing committee for the next year of each conference or competition shall be selected as soon as possible after the event takes place.

A.6 Finances

A.6.1 All conferences/competitions shall maintain their own finances which shall be separate from other Engineering Society finances or shall bank with the “Bank of EngSoc”. Any surpluses or losses incurred by events that bank with the “Bank of EngSoc” at the end of each financial year shall be presented as a line item of the final Engineering Society operating budget by the Vice President (Finance & Administration), as outlined in *Policy 0.C*.

A.6.2 All conferences/competitions shall budget for zero loss.

A.6.3 The Director of Finance and Vice President (Finance & Administration) shall approve all conferences and competitions’ Preliminary Budgets and the Final Budgets, as outlined in *Policy 0.C*.

A.6.4 All conferences/competitions shall follow the financial policies outlined in *Policy 0.C*.

A.6.5 Because tax-deductible corporate donations are accepted by these events, an account must be held at Financial Services in which these donations are deposited. The donations are to be deposited through the Office of Advancement (Alumni Affairs), the body that issues the tax receipts.

B. HOSTED CONFERENCES AND COMPETITIONS

(Ref. By-Law 10.F)

B.1 General

B.1.1 Periodically EngSoc hosts a conference or competition that rotates from school to school. It is recognized that these conferences and competitions are generally separate from the society and responsible to an external body. It is

also noted that EngSoc is held responsible for any negative impact from these events.

B.2 The Committee

B.2.1 The Engineering Society shall appoint the Chair of the Organizing committee on the recommendation of the Interview Committee.

B.2.2 The Chair must be a member of EngSoc

B.2.3 The size and structure of the balance of the Organizing Committee shall be up to the discretion of the Chair.

B.2.4 The Vice President (Student Affairs) and Director of Clubs & Conferences shall be ex-officio members of the Organizing Committee.

B.3 Finances

B.3.1 All hosted conferences and competitions shall bank with the “Bank of EngSoc”, as outlined in *Policy 0.B*.

B.3.2 All hosted conferences and competitions shall budget for zero loss.

B.3.3 The Director of Finance and Vice President (Finance & Administration) shall approve all hosted conferences’ and competitions’ Preliminary Budgets and Final Budgets, as outlined in *Policy 0.C*.

B.3.4 Any surpluses or deficits incurred by hosted conferences or competitions at the end of each financial year shall be presented as a line item of the Final Engineering Society Operating Budget by the Vice President (Finance & Administration), as outlined in *Policy 0.C*.

B.3.5 All hosted conferences and competitions shall follow the financial policies outlined in *Policy 0.B*.

B.4 ESSCO and CFES Conferences

B.4.1 The Engineering Society shall appoint two Co-Chairs of the Organizing Committee on the recommendation of the Interview Committee.

B.4.2 The Co-Chairs shall be responsible for hiring the rest of the Organizing Committee.

B.4.3 The Interview Committee shall comprise of the Director of External Relations, the Director of Clubs and Conferences, the Vice President (Student Affairs), and the President. These individuals shall be ex-officio members of the Organizing Committee.

B.4.4 The Director of External Relations shall be responsible to ensure that a conference bid is made when feasible, especially when Queen’s is required to bid according to the ESSCO conference bidding schedule.

B.4.5 The Co-Chairs shall be responsible for creating and presenting bids to the ESSCO or CFES Council. The Director of External Relations shall play an advisory role in this.

B.5 Conferences

B.5.1 Canadian Federation of Engineering Students (CFES) Conferences:

- a. Canadian Engineering Leadership Conference (CELC)
- b. Conference on Diversity in Engineering (CDE)
- c. Conference on Sustainability in Engineering (CSE)
- d. President's Meeting (PM)

B.5.2 Engineering Student Societies' Council of Ontario (ESSCO) Conferences:

- a. First Year Integration Conference (FYIC)
- b. Professional Engineers of Ontario Student Conference (PEO-SC)
- c. Conference on Advocacy and Leadership in Engineering (CALE)
- d. President's Meeting (PM)

B.6 Competitions

- a. Ontario Engineering Competition (OEC)
- b. Canadian Engineering Competition (CEC)
- c. Any additional design team competition

C. EXTERNAL CONFERENCE AND COMPETITION DELEGATE RESPONSIBILITIES

(Ref. By-Law 10.C)

C.1 General

C.1.1 Members of EngSoc often go to externally hosted conferences and competitions. As representatives of EngSoc, other universities gain an impression of Queen's through delegate's behaviour, and EngSoc is held accountable for their actions. Furthermore, EngSoc pays for their attendance and as such, delegates should make all efforts to get the most out of it and bring all relevant information back to Queen's.

C.2 Training

C.2.1 All delegates whose attendance at a conference or competition is paid for by EngSoc must receive training covering the following: EngSoc

behavioural expectations, conference logistics, individual goal setting for the duration of the conference, post conference reports or presentations, and any other information deemed important by the Director of External Relations. The training must be given by the Director of External Relations, unless they proxy the training to another individual with appropriate skill and familiarity with the conference.

C.3 Post-Conference Report Forms

C.3.1 All delegates whose attendance at a conference or competition is paid for by EngSoc will be required to fill out a post-conference delegate report form to the best of their abilities. This report shall be reviewed by the Director of External Relations and the External Communications Committee.

C.3.2 Conference findings shall be outlined through a presentation to council at the discretion of the Director of External Relations. This shall be presented by the Director of External Relations and/or conference delegates, and should include recommendations for change within the Society and actionable items.

ξ: Awards and Grants

Preamble: The Awards and Grants policy lists the awards the engineering society may present to its members, as well as faculty and staff in recognition for their achievements as well as possible grants that may be awarded to external organizations. The selection committees for these various awards and grants are also outlined in the following policy.

A. AWARDS

A.1 Awards Committee

(Ref. By-Law 17)

A.1.1 The Awards Committee, which shall be responsible for accepting nominations and selecting candidates, will consist of the members as outline in *By-Law 17*. Depending on the classification of award outlined in *By-Law 17*, the awards committee will be responsible for selecting candidates for all awards.

A.1.2 Descriptions of these awards and the criteria by which they shall be awarded may be found in *By-Law 17*.

A.2 Nominations

A.2.1 Nominations will close no later than 24 hours before the Award Committee Meeting, at which point they shall be turned over to the Awards Committee.

A.2.2 Nominations must include the name of the nominee and the award for which they are being nominated and shall be considered invalid unless signed by the nominator. The nominator must answer the questions provided on the nomination package. Additional comments are encouraged.

- a. In the case of Committee Chosen Awards and Professor Awards, nominations must be the first item discussed at the awards committee meeting.
- b. In the case of Special Nomination Awards, nominations must be considered by the awards committee as there is additional criteria set by external entities. The awards committee cannot consider students not nominated for these awards.

A.2.3 Nomination packages shall be made available in the EngSoc Office and the EngSoc Website.

π: Technical Workshops

Preamble: The Technical Workshops Policy is intended to display the policies related to the operation of such organizations within the Engineering Society. This policy details the set up and operation of such workshops that are not governed by their own documents. This document is meant to provide a framework so as to protect student interests as well as the integrity of the society. A technical workshop is deemed to be any workshop that is being run with the intent of helping students attain skills necessary for work in industry, in design courses, or after graduation.

A. OPERATION OF WORKSHOP

A.1 General

A.1.1 Workshops require the following:

- a. At least one knowledgeable instructor (*Ref. A.3.2*)
- b. Curriculum approved by the member of the EngSoc Executive Director team overseeing the workshop
- c. Location and necessary tools

A.2 Budgeting

A.2.1 The workshop must have a budget that has been approved at EngSoc Council and must budget for zero loss.

A.2.2 A fee can be charged for the service in order to have neither a profit nor deficit, or a deposit may be required in order to partake in the course.

A.2.3 In the case of approved workshops that run a surplus or debt, the difference will be absorbed by the Engineering Society.

A.3 Approval

A.3.1 All workshops run by the Engineering Society must have approval from the member of the EngSoc Executive Director team overseeing the workshop.

A.3.2 The course must be taught by someone knowledgeable in the topic, with knowledge of material. The instructor must have credentials that are deemed appropriate by the member of the EngSoc Executive Director team overseeing the workshop.

A.4 Closure of workshop session

A.4.1 The member of the EngSoc Executive Director team overseeing the workshop shall be responsible for keeping a record of the workshops run in their portfolio. The record should include the workshop date, topic, name, and contact information for the instructor (whether they are a student or from industry). This workshops record shall be stored with the portfolio's other transition documents and passed on every year.

A.4.2 Any grievances about the workshop will be brought to the Engineering Review Board.

B. INDUSTRY WORKSHOPS

B.1 Industry workshops

B.1.1 Industry workshops are defined as a workshop being run by industry representatives but needing logistical support from EngSoc. An industry representative is anyone who works for a company external to Queen's University.

B.1.2 Industry workshops are required to be approved by the Director of Professional Development.

B.1.3 A workshop lead is defined as the person in the Engineering Society responsible for organizing and coordinating the industry workshop.

B.1.4 Industry will supply its own curriculum and instructors. This information is not to be retained by the society for the purpose of protecting industry trade secrets and proprietary knowledge.

B.1.5 The workshops lead or the member of the EngSoc Executive Director team overseeing the workshop will support the industry representatives by facilitating logistics where required including, but not limited to, room booking, registration, and advertising.

C. PEER-INSTRUCTED WORKSHOPS

C.1.1 A peer-instructed workshop is defined to be a technical workshop whose goal is to help students gain skills relevant to industry or design courses, however is instructed by a knowledgeable student(s) (*Ref. A.3.2*) with the intent of advancing the knowledge and skills of their fellow peers.

C.1.2 A workshop lead is defined as the person in the Engineering Society responsible for organizing and coordinating the peer-instructed workshop.

The workshop lead may or may not be the same person as the student instructor.

C.1.3 Peer-instructed workshops are required to be approved by the member of the EngSoc Executive Director team overseeing the workshop.

C.1.4 There must be a minimum of two knowledgeable student instructors in order to run a workshop, unless there is an exception made by the member of the EngSoc Executive Director team overseeing the workshop.

C.1.5 The student instructor(s) will be responsible for preparing the workshop content and sharing it with the workshops lead prior to the workshop being delivered. In the case where the workshops lead and instructor are the same student, they will proceed to C.1.5.

C.1.6 The workshops lead will be responsible for submitting the workshop content for approval from the member of the EngSoc Executive Director team overseeing the workshop, prior to the workshop taking place.

C.1.7 These courses shall budget for zero loss and zero profit. In the case of a surplus or deficit, the Engineering Society shall absorb the amount.

- a. The budget shall propose the lowest possible cost for participants that covers all expenses.

C.1.8 The workshops lead or the member of the EngSoc Executive Director team overseeing the workshop will support the instructors by facilitating logistics where required including, but not limited to, room booking, registration, and advertising.

C.1.9 An evaluation method must be given at all peer-instructed workshops, giving participants a chance to evaluate the workshop.

- a. The workshops lead or the member of the EngSoc Executive Director team overseeing the workshop will review the feedback and write a summary of the recommended changes for future offerings.
- b. The member of the EngSoc Executive Director team overseeing the workshop will store the feedback and recommendations with their transition documents so it can be passed on to future years.

C.1.10 The Engineering Society shall not distribute any official certifications to participants in a peer-instructed workshop. In the case where a workshop would like to provide a non-official certificate to the workshop participants, permission must be obtained from both the EngSoc Director overseeing the workshop and a member of the EngSoc Executive.

Ω: Permanent Staff

Preamble: The permanent staff policy outlines the various terms and conditions associated with permanent employment with the Engineering Society. It also describes the general manner in which the Society's permanent staff are expected to operate.

A. GENERAL

A.1 Classification

A.1.1 A permanent staff member is defined as a full-time employee of the Society who is employed for fifty-two (52) weeks of the year in a continuous position.

A.1.2 The Society's permanent staff member(s) shall be employed for the purposes of lending professional expertise in any area, providing institutional memory, and/or providing advice and mentorship for the Society's student leaders. Permanent staff may also be employed to carry out specific tasks on behalf of the Society.

A.2 Accountability

A.2.1 The Society's permanent staff member(s) shall be accountable to the Executive and shall be ultimately responsible and report to the President.

A.2.2 No permanent staff member shall act in a position of authority over any of the Society's members.

B. HIRING PROCEDURE

B.1 Notice of Available Positions

B.1.1 Available permanent staff positions with the Society shall be advertised in local, regional, provincial, or national newspapers at the discretion of the Advisory Board. Additionally, all relevant information related to the position shall be posted on the Engineering Society's website.

B.1.2 All advertisements shall include the nature of the position, the expected starting date, reference to compensation, necessary qualifications, deadline date for applications, mailing address, and any other information the Hiring Committee deems relevant.

B.2 Hiring Committee

B.2.1 A Hiring Committee shall be struck by the Advisory Board to organize and conduct the hiring process for any permanent staff positions. Once the Hiring Committee has selected a candidate, the candidate's eligibility and suitability for the position must be verified by the Advisory Board prior to the notification of the candidate.

B.2.2 The Hiring Committee shall consist of the President, Vice President (Operations), and other members of the Society at the discretion of the Board.

B.2.3 Where possible, all candidates shall be interviewed by the Hiring Committee. However, applications may be pre-screened so that interviews are limited to only the best-qualified candidates.

B.2.4 The members of the Hiring Committee will hold the names of all candidates in total confidence. The successful candidate(s) will be informed by telephone, followed by an offer of employment letter, which, in turn, will stipulate a date before which a written response will be required. The names of unsuccessful candidates will not be released.

C. TERMS OF EMPLOYMENT

C.1 Salary

C.1.1 A starting salary range will be established by the Advisory Board prior to advertising any staff vacancies so that this range can be published in the advertisement. This range should correspond to an appropriate pay grade on the Queen's University Human Resources pay scale. Queen's University Human Resources staff may be consulted at this time to help determine an appropriate starting salary for the position in question.

C.1.2 Upon the selection of a candidate, the Hiring Committee will then decide where to start the successful candidate within the established range based on such factors as past experience and qualifications. This starting salary will correspond to either the minimum salary or another step within the pay scale for any specific pay grade.

C.1.3 Upon completion of a probationary period, the employee's salary shall be increased by one step on the aforementioned pay scale.

C.1.4 A person not fully qualified may be employed at a salary below the minimum range. This exception applies only in cases where an employee has sufficient potential to meet minimum position requirements within the probationary period and can be raised to the minimum within that time.

C.1.5 Permanent staff members' salaries shall generally increase at minimum with inflation according to updated pay scales released by Queen's University Human Resources each year. Salaries should normally be expected to progress at a rate of one pay step every three years, unless otherwise stipulated in the staff member's offer of employment and resulting contract.

- a. When considering any and all salary increases, consideration must be given to the Society's financial position and the current economic conditions; salary increases may be frozen when required at the discretion of the Advisory Board.
- b. Additionally, salary progression up the pay grade shall be awarded based on all performance evaluations carried out over the period of time elapsed since the previous progression.

C.2 Probationary Period

C.2.1 There shall be a probationary period for each new employee of the Society, ranging between three (3) and six (6) months in length at the discretion of the Hiring Committee.

C.2.2 An employee may be terminated for any reason with one week's notice at any point within the probationary period.

C.2.3 At the end of the probation period, the original Hiring Committee (or as many members thereof as possible) will review the job performance of the new employee and shall recommend to the Advisory Board that:

- a. The employment be terminated.
- b. The probationary period be extended for a period of three additional months.
- c. The employment be continued indefinitely and that the employee be granted a wage increase.

C.2.4 In the event that the Advisory Board extends the employee's probationary period, the Hiring Committee shall at the conclusion of the extended probationary period recommend either option a or c as seen above.

C.3 Benefits

C.3.1 Permanent staff members shall be granted access to a benefit and pension plan through Queen's University.

C.3.2 Provided they are employed full-time on Queen's Campus, permanent staff members shall be provided with Queen's University Parking Permits. In the event that such a permit is not available, the Society will subsidize the

employee's parking to a maximum equivalent of the monthly rate of a parking permit.

D. CONTINUOUS IMPROVEMENT

D.1 Evaluations

D.1.1 To ensure the ongoing success of permanent staff members and the continued growth of permanent staff positions, employee evaluations shall be conducted each November, and updated in March when required.

D.1.2 Permanent employees shall be evaluated in areas of professionalism, contribution to the Society, and overall ability to fulfill the obligations of the position.

- a. Evaluations shall include an interview to discuss the employee's performance and a written assessment of the employee's strengths and weaknesses, along with any constructive criticism available.
- b. All evaluations shall be kept on record for and made available to the permanent staff member evaluated.
- c. Evaluations shall be considered confidential outside of the Executive and Advisory Board.

D.2 Further Education

D.2.1 At the discretion of the President and Vice President (Operations), permanent staff members may be enrolled in additional courses, training programs, seminars, or conferences to develop further qualifications or gain new knowledge for a position.

D.2.2 Should any such activities be pursued, the cost of these courses or a portion thereof shall be covered by the Society with EngSoc Council's approval.

E. VACATION AND HOLIDAYS

E.1 Holidays

E.1.1 All employees who would otherwise be scheduled to work on a designated statutory holiday shall be granted one full day's holiday with pay. Designated statutory holidays will be as follows:

- a. New Year's Day
- b. Family Day

- c. Good Friday
- d. Victoria Day
- e. Canada Day
- f. August Civic Holiday
- g. Labour Day
- h. Thanksgiving Day
- i. Christmas Day
- j. Boxing Day
- k. Any other statutory holidays set out by the Employments Standards Act of 2000 and its revisions.

E.1.2 To be eligible for the day's holiday pay, the employee must work the regularly scheduled days immediately preceding and following the designated holiday, except where permission has been granted by the Executive to use the holiday in conjunction with accrued vacation time.

E.2 Vacation

E.2.1 Permanent employees of the Society are eligible for periods of paid vacation. This includes:

- a. One week in February, coinciding with Reading Week
- b. Two weeks in December or January, coinciding with the winter break.
- c. Any additional weeks of vacation stipulated in the staff member's contract or awarded at the discretion of the President and Vice President (Operations)

E.2.2 Should an employee be eligible for additional vacation time, approval of the scheduled vacation must be obtained from the President and Vice President (Operations) prior to being taken.

E.2.3 All annual vacation time must be used during the Society's fiscal year; it may not accumulate year to year.

F. LEAVES AND OTHER ABSENCES

F.1 Sick Leave

F.1.1 Days of short-term sick leave shall accumulate at the rate of 1.25 days per month during the fiscal year for full-time staff. The balance of sick leave not used may be carried forward to the next fiscal year, but the total number of days accumulated shall not exceed twenty-five (25) working days.

F.1.2 Should an employee be absent for more than three (3) consecutive working days, a medical certificate may be required.

F.1.3 In the event of extended personal illness or disability, the Society will continue to pay full salary for a period of long-term sick leave of up to six (6) months. This period shall not be used in conjunction with short-term sick leave, to maintain the availability of a short-term leave in the event that the employee returns to work.

F.1.4 Should a six (6) month long-term leave prove to be insufficient for recovery, it will be left to the discretion of the Advisory Board to extend the leave at full or partial salary.

F.1.5 The Society reserves the right to appoint an independent adjudicator to assess the validity of any long-term sick leave once it has exceeded three (3) months in duration.

F.1.6 Any scheduled pay increases that may occur during a long-term leave shall not take effect until after the employee has returned from sick leave.

F.1.7 The President shall be responsible for maintaining a record of each day of sick leave (both short and long-term) by a permanent employee.

F.2 Parental Leave

F.2.1 All full-time permanent staff members who have contributed at minimum one year of service are eligible for a seventeen (17) week parental leave without pay, whether the employee is expecting a child or adopting a newborn child. This period may begin at any time either before or after the birth, at the employee's discretion.

F.2.2 The employee shall inform the President and the Vice President (Operations) of the scheduled date of birth as soon as possible after it has been ascertained. The employee shall also inform the President and Vice President (Operations) of their decision regarding the starting date of the parental leave at least four (4) weeks before the leave is to commence.

F.3 Other Leaves

F.3.1 In the event of the death or serious illness in the immediate family of an employee, the employee shall be granted up to three (3) working days of compassionate leave, without loss of pay. Immediate family will be deemed to include parent, spouse, sibling, child, parent-in-law, or grandparent. If the employee must travel over 500km one way, the leave shall be extended by up to three (3) additional working days without loss of pay to permit reasonable traveling time.

F.3.2 All employees who are required for witness or jury duty shall be granted leave with full pay. The Society shall be reimbursed with any compensation the employee receives from the court for this duty. The employee shall notify the President and Vice President (Operations) of the dates of any duty as soon as they have been ascertained.

F.3.3 An employee with a minimum of one year of service may apply for an unpaid leave of absence. In the event that all other avenues for leave have been exhausted (i.e. compassionate leave, vacation time, sick leave), such a request may be considered by the Executive. The Executive will examine the circumstances leading to the request for a leave, and if deemed to be appropriate, must be approved by the Advisory Board.

G. TERMINATION

G.1 Termination With Cause

G.1.1 If an employee's performance is found to be falling below accepted levels as determined by the Executive, the Executive must convene a performance review with the individual and the Hiring Committee in which specific feedback concerning areas of improvement will be discussed. Performance will be subsequently monitored monthly until improvement is shown or the Hiring Committee decides to recommend termination. The decision to terminate, however, shall not be final until approved by the Advisory Board. The need for such approval should be made clear to all employees concerned.

G.1.2 A decision to terminate may be appealed to the Advisory Board. The employee concerned must be notified immediately of their right to appeal. Should such an appeal be made, the Board may direct the individual(s) concerned to submit written reasons in support of the appeal at least 48 hours prior to the Board meeting at which the matter will be considered. After the Board considers the matter, they may, at their discretion, allow the employee(s) in question to appear in person before the Board. The Board, in turn, can then decide to either support the decision of the Hiring Committee or reverse it. In the case of a reversal of the decision, the employee will be considered to be on probation for a one (1) month period when the Board will again evaluate their performance. At that time the Board can decide to:

- a. Terminate the employment.
- b. Continue the employment indefinitely.

G.1.3 Should a decision be made to terminate the employment of an employee, and providing the employee has not been guilty of willful misconduct or disobedience or willful neglect of duty, notice of termination should be given in accordance with the Employment Standards Act. That is that employees who have worked three (3) months or more, but less than one (1) year, are entitled to written notice of at least one week. Employees who have worked for at least one (1) year are entitled to written notice of at least two (2) weeks. Employees who have worked three (3) years or more are entitled to written notice of at least one (1) week for each year of employment, with a maximum required notice period of eight (8) weeks.

G.1.4 Employment will not be terminated for the sole reason that an employee has been absent from work for an extended period of time on approved leave (i.e. illness or compassionate leave). Under these circumstances, the Hiring Committee will hire a temporary employee, making it clear to all applicants that their term of employment will be for a temporary, undetermined period of time.

G.1.5 If an employee voluntarily resigns, a minimum of two weeks written notice should be tendered to the President, Vice President (Operations), and the Advisory Board.

ρ: Society Bursaries

Preamble: The Society Bursaries policy outlines the structure and responsibilities of the Bursary Committee.

A. ENGINEERING SOCIETY BURSARY COMMITTEE

A.1 A Bursary Committee will be formed, under the Director of Equity and Advocacy Portfolio, to provide financial accessibility to the Engineering Society.

A.2 The goal of the Bursary Committee will be to ensure that no Engineering Society sanctioned event or item is financially unattainable for any member of the Society. These events and/or items include but are not limited to:

A.2.1 Applied Science Jackets

A.2.2 Orientation Week (First Years & FREC Fees)

A.2.3 Science Formal

A.2.4 Conferences (Internal & External)

A.2.5 Design Team Competitions

A.2.6 EngLinks Workshops

A.3 A Bursary Committee Chair will be hired to serve as the Chair of the Committee. The Director of Equity and Advocacy shall act as the Deputy Chair of the Committee

A.3.1 If a Bursary Committee Chair is not hired, the Director of Equity and Advocacy shall serve as the Chair and a Deputy Chair shall be elected from amongst the incoming Bursary Committee members. If the Director of Equity and Advocacy is unable to serve as the Chair or Deputy Chair, the Vice President (Student Affairs) will serve in their place.

A.4 The Bursary Committee Chair shall oversee the Bursary Committee and be responsible for organizing and running the Engineering Society Bursary Program.

A.5 The Bursary Committee shall consist of:

A.5.1 The Bursary Committee Chair, as hired by the Director of Equity and Advocacy in *Policy β.C.1.3* (ex-officio) (Chair)

A.5.2 Director of Equity and Advocacy (ex-officio) (Deputy Chair)

A.5.3 Five to seven (5-7) current, non-Executive members of the Engineering Society. It is at the discretion of the Chair and Director of Equity and Advocacy how many positions are filled so long as:

- a. Each year is represented on the Committee. In the case that applicants from all years do not accept their respective nominations, the Committee will be structured to include as equal representation as possible.
- b. At least three positions are held by elected members of the Engineering Society Council. The remaining positions may be filled by non-Council members, although preference should be given to elected Council members.

A.6 The Bursary Committee will be elected in two parts, at two Councils:

A.6.1 Four members will be elected at the last Council meeting prior to the operating year.

A.6.2 A minimum of one first year member of EngSoc will be elected at the first Council in September of the operating year. Additional upper year students may be elected at the Chair's discretion.

A.7 Members of the Bursary Committee, upon election, will undergo bursary training organized by the Bursary Chair.

A.8 Members of the Bursary Committee will maintain privacy and not disclose any bursary-related information to members outside of the Committee, and act in an unbiased manner when conducting matters under the Bursary Committee.

A.9 Committee members are still eligible to apply for bursaries.

A.9.1 Voting members must recuse themselves from all deliberations for the specific bursary.

A.9.2 The Chair must recuse themselves from all work related to the specific bursary as outlined in *p.E* and the Deputy Chair shall fulfill these duties instead.

A.9.3 In the case that both the Chair and Deputy Chair are applying to the bursary, a voting member of the Bursary Committee may be selected to act as interim Chair.

A.10 The Committee shall address any issues related to bursaries by presenting a report at Council. These reports shall summarize any issues recognized in the awarding of bursaries and actions taken to improve the system.

A.11 The committee shall evaluate bursary applications and dispense bursary funds as they deem appropriate based on applications detailed in section [p.C.](#)

A.12 The Committee shall continually evaluate the current bursary system and establish a series of best practices for awarding bursaries for a variety of events and/or items.

A.12.1 The Committee will work with the individuals responsible for determining and appropriating funds for bursaries to implement the established best practices in order to ensure that the process is as fair and equitable as possible.

A.13 Event and/or service heads are required to attend bursary meetings regarding bursaries provided under their portfolios. This can include:

A.13.1 Campus Equipment Outfitters (CEO) Head Manager or their designate (ex-officio)

A.13.2 Orientation Chair or their designate (ex-officio)

A.13.3 Science Formal Convenor or their designate (ex-officio)

A.13.4 Director of clubs & Conferences (ex-officio)

A.13.5 Director of Design (ex-officio)

A.13.6 EngLinks Head Manager or their designate (ex-officio)

A.14 Event and/or service heads will work in collaboration with the Bursary Chair, understanding that the Bursary Chair has the final say on their operations relating to Bursaries.

A.14.1 Event and/or service heads wanting to use the bursary program must reach out to the Bursary Chair a minimum of three (3) weeks prior to the first day of the payment period.

A.14.2 Event and/or service heads must properly communicate all operations relating to Bursaries to the Bursary Chair, including but not limited to application/payment timeline, delegate selection, payment method, and available funding.

B. BURSARY FUNDING

B.1 Bursary funding shall be made available for members of the Engineering Society of Queen's University for the following Engineering Society events and items:

B.1.1 Applied Science Jackets

a. Funding for bursaries related to Applied Science Jackets shall be provided through the Campus Equipment Outfitters Operating Budget. The amount of bursary funding for Applied Science Jackets shall be determined by the Campus Equipment Outfitters Head Manager or their designate and will be reported to the Committee on Bursaries prior to any meetings of the Bursary Committee regarding awarding bursaries related to Applied Science Jackets.

B.1.2 Orientation Week:

a. Funding for bursaries related to Orientation Week shall be provided through the Orientation Week Operating Budget. The amount of bursary funding for Orientation Week related activities shall be determined by the Orientation Chair or their designate and will be reported to the chair of the Committee on Bursaries prior to any meetings of the Bursary committee regarding awarding bursaries related to Orientation Week.

B.1.3 Science Formal

a. Funding for bursaries related to Science Formal shall be provided through the Science Formal Operating Budget. The amount of bursary funding for Science Formal related activities shall be determined by the Science Formal Convener or their designate and will be reported to the Committee on Bursaries prior to any meetings of the Bursary committee regarding awarding bursaries related to Science Formal.

B.1.4 Internal or External Conferences

a. Funding for bursaries related to Internal Engineering Society Conferences or External Conferences will originate in the Engineering Society Operating Budget. The amount of bursary funding for Internal Engineering Society Conferences and External Conferences will be determined by the Director of Clubs & Conferences in consultation with the Director of Finance, the executive team, and conference chairs and approved by the Engineering Society Council through approval of the Engineering Society Operating Budget. The amount of bursary funding for each specific internal conference shall be reported to the Committee on Bursaries immediately following the approval of the Engineering Society Operating Budget. If bursary funds allocated to a specific conference are not exhausted at completion of said conference, they may be used to fund bursaries for other conferences for which bursary funds have been allocated.

B.1.5 Design Teams

a. Funding for Individual travel arrangements related to design team competitions will originate in the Engineering Society Operating Budget. The amount of bursary funding for individual travel arrangements related to design team competitions will be determined by the Director of Design in consultation with the Director of Finance, executive team and design team captains and approved through by the Engineering Society Council through approval of the Engineering Society Operating Budget. The amount of bursary funding for each specific internal conference shall be reported to the Committee on Bursaries immediately following the approval of the Engineering Society Operating Budget. If bursary funds allocated to a specific competition are not exhausted at completion of said competition, they may be used to fund bursaries for other competitions for which bursary funds have been allocated.

B.1.6 EngLinks Workshops

a. Funding for bursaries related to EngLinks tutorials shall be provided through the EngLinks operating budget. The amount of bursary funding for workshops shall be determined by the EngLinks Head Manager or their designate.

B.2 A General Bursary Budget shall be included in the Director of Equity and Advocacy' budget, originating from the Engineering Society Operating Budget. This may be used at the discretion of the Chair to:

B.2.1 Fund miscellaneous bursary requests not listed above.

B.2.2 Increase funding for cases listed in section B for which the allocated funds have been exhausted.

B.3 The use of the General Bursary Budget must be reported in the QuickBooks bursary expense account.

B.4 Funding for miscellaneous requests may be requested by the Committee on Bursaries Chair to be included in the Engineering Society Operating Budget.

B.5 It shall be the aim of the Bursary Committee to exhaust all allocated funds year after year.

B.5.1 If funds detailed in [B.1.1](#), [B.1.2](#), [B.1.3](#) or [B.1.4](#) are not exhausted at the conclusion of the Engineering Society's Fiscal Year, they shall return to the account from which they originated.

B.5.2 Unallocated funds within the General Bursary Budget will be reported in the Operational Budget and rolled over to the next year's General Bursary Budget.

- a. This rollover will be used at the Committee's discretion, but preference should be shown to upper year activities.

B.6 If Engineering Society-run events provide additional bursary funding from sources other than student fees (ie. Sponsorship), that portion of the bursary funds may be used to provide bursaries to non-members of the Engineering Society only if their student society has not made funds available.

C. BURSARY APPLICATION

C.1 The Engineering Society shall create and maintain a financial aid webpage on the Engineering Society website and listed on this page shall be:

C.1.1 Information regarding the events and items for which The Engineering Society awards bursaries.

C.1.2 Information regarding the bursary process, appeals process, and application FAQs.

C.1.3 Information regarding which other resources exist from which undergraduate Engineering Students can be awarded financial aid (Queen's University, Alma Mater Society, Dean's Donation, etc.)

C.1.4 A link to the Engineering Society Bursary Application form.

C.1.5 Contact information for the Bursary Chair, Deputy Chair, and Director of Equity and Advocacy who can provide help regarding issues related to bursaries.

C.2 There shall exist a separate SharePoint containing the Bursary Form and completed applications which will be held in an Excel spreadsheet.

C.2.1 The Chair, Deputy Chair, Vice President (Student Affairs), and Director of Information Technology shall be the only persons allowed access to completed applications containing any identifying personal information.

C.3 The Bursary application shall contain the following:

C.3.1 Questions about relevant applicant information, including:

- a. The name, NetID, and email of the applicant
- b. Whether or not an applicant is an undergraduate engineering student at Queen's University.
- c. Which event or item applicants are requesting a bursary for. Events/items listed in *Policy p.B* should be provided as selection options, along with a fillable "other" option. It should be noted that miscellaneous requests must be accompanied by an email to the Bursary Chair.

- d. The full cost of the event or item for which the applicant is requesting a bursary, and the payment deadline.
- e. A drop-down menu regarding what percentage of the total fee the applicant is requesting to be funded through this bursary with options 25%, 50%, 75%, and 100%.
- f. The applicant's specific and demonstrable financial need, with costs and current sources of funding requested in detail. The answer shall be in paragraph format with no word count limit.
- g. The personal importance of the event/item, what the applicant hopes to gain from it, and the potential impact on others or the Engineering Society. The answer shall be in paragraph format with no word count limit.

C.3.2 A note about supporting documentation being requested via email for events external to the Engineering Society.

- a. Supporting documentation must prove that the bursary will be used for its indicated purpose or receipts for relevant payments already made if the bursary is for an event or item outside of the Engineering Society. This may include but is not limited to acceptance email from an internal/external conference or a receipt for a conference payment.

C.3.3 Contact information for the Chair and Director of Equity and Advocacy to address any questions regarding the process.

C.3.4 A description of the appeals process available after bursary decisions are made.

C.3.5 The bursary application shall not require: Social insurance numbers, or government funding identification information.

C.4 Bursary applications for Engineering Society events and/or items must be open for at least two (2) weeks, closing at a minimum of three (3) days prior to the payment deadline.

C.4.1 It is the responsibility of relevant stakeholders (i.e Orientation Chair) to communicate clearly to the Bursary Chair about payment deadlines and accommodate the required bursary application timeline into their operations.

C.5 The organizing group for all events and items for which the Engineering Society provides bursaries are responsible for advertising the availability of bursaries.

C.5.1 Advertisements must include the application deadline and location of the application.

C.5.2 Where possible, a link to the bursary application shall be provided:

- a. On social media postings, pages, and accounts for the event/item
- b. In email communications about the event, including the AllEng
- c. On delegate application forms
- d. On web pages which collect payments

D. AWARDING PROCESS

D.1 The bursary awards process shall be completed at a minimum of three (3) days prior to the payment due date to provide ample time for bursary distribution.

D.2 The Chair shall receive all bursary applications and categorize them by the event or item. The Engineering Society Vice President (Student Affairs) shall have access to applications in a supervisory capacity if needed. The Director of Information Technology or a designate shall have access to assist with technical issues.

D.3 Upon closure of the bursary application, the Bursary Chair shall:

D.3.1 Assign each application an identification number and organize them into a spreadsheet.

D.3.2 Redact any personal or identifying information from applications to maintain confidentiality.

D.3.3 If applicants go through a selection process (ie. conference delegates, Sci Formal attendees), the Chair must verify which bursary applicants have been selected to attend and remove any applicants who were not.

D.3.4 Organize and chair a meeting of the committee to determine which applications will be granted. At this meeting, the chair must:

- a. Provide voting members of the Bursary Committee with a spreadsheet of all applications, stripped of any identifying information.
- b. Moderate discussion, thereby ensuring that decisions are made without implicit bias and consistent assessment among applicants.
- c. Ensure the Committee stays within the budget allocated for a given meeting.

D.3.5 Notify successful and unsuccessful applicants the result of their application, describe the request process for appeals as in [ρ.E](#), and provide supporting resources (i.e Mental Health or other bursary programs).

D.3.6 Follow the distribution process outlined in [ρ.F](#).

D.3.7 Inform the event/item organizers that the bursary process has concluded and provide them with a summary of the amount of funding distributed and number of students reached.

D.4 For confidentiality purposes, all applications will be deleted or confidentially disposed of at the end of each fiscal year by the Chair and confirmed by the Director of Equity and Advocacy.

D.4.1 The summaries of bursary results provided to event/item organizers shall be kept within the Engineering Society's SharePoint for future budget planning.

E. APPEALING PROCESS

E.1 Applicants of the Engineering Societies bursary program have the right to appeal their bursary decision within 30 days of receiving the results of their application.

E.1.1 The Bursary Chair holds the right to deny an appeal request only if the request is made after the 30-day window.

E.2 In the event an applicant wishes to appeal the results of their bursary application, the Director of Equity and Advocacy and Bursary Committee Chair will immediately contact the appellate Bursary Committee consisting of:

E.2.1 The Bursary Committee Chair (Chair) (ex-officio)

E.2.2 Director of Equity and Advocacy (Deputy Chair) (ex-officio)

E.2.3 Engineering Society President

E.2.4 Engineering Society Vice President (Operations)

E.2.5 Engineering Society Vice President (Finance & Administration)

E.2.6 Engineering Society Vice President (Student Affairs)

a. If members of the Executive are absolutely unavailable for the Appellate Bursary Committee, the Bursary Chair will immediately contact Council to request elected members to join the committee.

E.3 The process of the Appellate Bursary Committee follows the regular bursary process outlined in [ρ.D](#).

E.3.1 The appellate bursary committee who is assessing the appeal shall be given an identical spreadsheet containing the same information as was given to the original bursary committee amended only with the original deliberations of the committee on all non-appealing applicants; any additional supporting information provided by the appellant during their appeal will be disregarded.

E.3.2 The scope of any appeal will be limited to the potential modification of only the appellee's final assessment and may not lead to the reassessment of any additional committee decisions pertaining to the status of any non-appellee applicants.

E.3.3 The outcome of the appeal process will be confirmed by the Director of Equity and Advocacy who will notify the appellee of the status of their appeal and will follow the bursary distribution process outline in [ρ.F.](#)

E.4 The appeals process will conclude, and the appellant will be notified of the outcome within 14 days of the appellant's request.

F. DISTRIBUTION OF AWARDED BURSARIES

F.1 It is at the discretion of the Bursary Chair, in consultation with relevant stakeholders involved, to determine the most optimal mode of Bursary Award Distribution.

F.2 Bursary funds or coupon codes shall be dispersed at least 24 hours in advance of payment being due.

F.3 For all Engineering Society events or items which collect online payment, coupon codes should be used whenever possible.

F.3.1 After deliberations conclude, the Chair shall coordinate with the Director of Information Technology to generate unique coupon codes equivalent to the value of the bursaries that can be input on the payment page.

F.3.2 The coupon codes shall be included in result notification emails to applicants.

F.3.3 An event or item retailer may track the number of coupon code discounts and request the discount sum following the closing of sales.

F.4 For Engineering Society Events or items which require in person payment (e.g. Jacket sales), the Chair must coordinate with the organizing group.

F.4.1 Bursary result emails with a unique identifier may be used as a coupon. The applicant will be required to present the email upon payment to receive their awarded bursary.

F.4.2 The organizing group (e.g. Campus Equipment Outfitters), with the assistance of the Chair, must create a plan to protect bursary applicant privacy where possible. Applicants should be made aware of any necessary steps to redeem the bursary prior to in-person transactions.

F.5 In the event where bursaries are unable to be awarded through coupons, bursaries will be awarded through cheques written by the Executive.

F.5.1 This mode of bursary distribution requires awards to be distributed after payment is due, as proof of payment is required before the cheque can be written. Record of transactions sent directly by event organizers are preferred, else the Chair may request applicants provide photos of receipts or transaction confirmation.

F.5.2 The Chair will send approved bursary requests to the Vice President (Finance & Administration) or President to write and sign cheques. The Chair will then seal each cheque in an envelope with only the applicant's name on the outside and leave it in the EngSoc office to be picked up.

F.5.3 The Chair will then instruct applicants to pick up their cheques during the Engineering Society Lounge hours.

F.6 For cases in which payment is required for events or items outside of the financial system of the Engineering Society, bursary awarding may be achieved through the use of an Engineering Society Corporate Credit Card.

F.6.1 The Chair shall notify the successful applicant by email and arrange a time during which they can meet with the applicant and an executive member to facilitate credit card payment with an Engineering Society Corporate Credit Card.

F.6.2 If the bursary awarded is less than the full cost of the event or item, the successful applicant will be asked to pay the engineering society the amount not covered by the awarded bursary. Once this payment has been confirmed, an executive member will pay the expense by Engineering Society Credit Card in full.

Σ: SEXUAL VIOLENCE PREVENTION AND RESPONSE LEAD

Preamble: The Sexual Violence Prevention and Response Policy outlines the responsibility and purpose of the representative. Included is the purpose and the responsibilities of the Sexual Violence Prevention and Response Lead.

A. SEXUAL VIOLENCE PREVENTION AND RESPONSE LEAD PURPOSE

A.1 The Sexual Violence Prevention and Response (SVPR) Lead will amplify existing resources, supporting outreach, and policies within The Engineering Society to protect and provide SVPR support for Engineering students.

A.2 They will work to ensure SVPR efforts remain a visible priority of The Engineering Society. This work will be occurring both within The Engineering Society as well as through outreach to the University, the AMS and other Faculty Societies. The role will ensure it is familiar with existing policies and work to improve accessibility to students long-term.

A.3 The SVPR Lead will also liaise with the Queen's Equity and Human Rights Office, the Queen's SVPR Education and Advisory Working Group and improve Society SVPR processes.

A.4 The role of the SVPR Lead is to support The Society and its senior leaders in practicing correct procedures and guiding students to proper support and resources in order to protect themselves and survivors. It is not a direct support system to which survivors can disclose.

A.5 The SVPR Lead shall report to the Vice President (Student Affairs).

B. HIRING OF THE LEAD

B.1 The SVPR Lead shall be hired by a panel consisting of the Vice President (Student Affairs) as chair, along with the Director of Equity & Advocacy and the Director of Human Resources.

C. RESPONSIBILITIES

- C.1 They will monitor and review SVPR standards across all facets of The Society including but not limited to: Corporate Initiatives, Services, Hiring and the Engineering Society's reporting policies.
- C.2 Identify best-operating practices by reviewing and auditing other Canadian universities' policies and attending professional conferences or symposiums.
- C.3 Collaborate with the ASUS SVPR Director to facilitate semesterly SVPR Coalitions.
- C.4 Actively work on improving accessibility of SVPR support systems within The Engineering Society.
- C.5 Research SVPR workshops, training, and programs hosted by other bodies within Queen's that may benefit the Society with the goal of recommending implementation when applicable.
- C.6 Review and expand training from a SVPR lens, mandating them to various leadership roles as deemed appropriate, including but not limited to: Executive-Director Team, Orientation Chair, Science Formal Convener, and FRECs.
- C.7 Support and collaborate with the SVPR Office in various initiatives, including the integration of SVPR education within the Smith Engineering curriculum.
- C.8 Pursue collaborative initiatives with the AMS and other Faculty Societies during Awareness Months.
- C.9 Present to The Engineering Society's first and last Council meeting of each year with an overview of planned and completed tasks to collect feedback from members.

Engineering Society Policy Manual

Changelog

October 14th, 2013– Douglas McFarlane (Vice President (Society Affairs))

- Combined all policy manuals into a single document, various changes to specific policies

November 9th, 2013 – Emily Fleck (President)

- Restructure changes from 5 exec to 3 exec, 9 Directors to 12 Directors

January 7th, 2014 – Bailey Piggott (Constitutional Guru)

- Added changes to Epsilon, Theta, and Zeta (from Nov.28 2013 council)

February 27th, 2014 – Bailey Piggott (Constitutional Guru)

- Added changes to Alpha (external relations committee), Beta (CFES conferences hiatus) (from Feb. 6, 2014 council)

March 22, 2014 – Bailey Piggott (Constitutional Guru)

- Added changes to Academics, Hiring and Transition, and Services and Corporate Initiatives (from Feb 27 council, March 13 council, and AGM)

September 21, 2014 – Michael McLaren (Constitutional Guru)

- Changes made to December 6th Memorial and Information Technology

October 13, 2014 – Michael McLaren (Constitutional Guru)

- Ratification changes

November 1, 2014 – Michael McLaren (Constitutional Guru)

- Addition of transition reports to Directors
- Changes to Joint Hiring

November 2, 2014 – Michael McLaren (Constitutional Guru)

- Minor non-substantial changes throughout in collaboration with Eleanor McAuley (Director of Internal Affairs)

November 9, 2014 – Michael McLaren (Constitutional Guru)

- Change to Hiring Policy, separating new applicants from rehires

December 15, 2014 – Michael McLaren (Constitutional Guru)

- Addition of Peer-instructed workshops
- New rules for old accounts
- Policy change regarding council reports
- Services policy: performance reviews added, demerit point records kept between years

January 13, 2015 – Michael McLaren (Constitutional Guru)

- Science Quest School Year Programming Coordinator changed from staff to Director

February 4, 2015 – Michael McLaren (Constitutional Guru)

- Changes made in *Exciting Bored Policy* (old, not previously completely updated)
- Changes made in Appendices *Cut, Cut Again, Clubs, and Conferences* at last council

March 23, 2015 – Michael McLaren (Constitutional Guru)

- Updates for past 2-3 councils

May 7, 2015 – Michael McLaren (Outgoing Constitutional Guru)

- Split Alumni relations, now two Chairs are hired under DoPD
- Board of Directors now Advisory Board!

May 12, 2015 – Julianna Jeans (Director of Internal Affairs)

- Minor Editorial Changes

September 21, 2015 – Avery Cole (Constitutional Guru)

- Edited for grammatical consistency
- Added BED fund name change
- Updated First Year Conference positions
- Updated External Relations Committee policy

October 15, 2015 – Alex Wood (Vice President (Student Affairs))

- Policy α .A & α .B moved to By-Law 2
- Removed Sci Formal oversight from the Director of Events portfolio
- Updated the conference list to remove CWIE and include QGEC, QGIC, QSC, and QCBM
- Added Grease Pole Event to Policy section η .X.5 from By-Law 9
- Added Queen's Network Security Team to the Design team list (policy)
- Moved Conference Objectives from Policy μ .A.5 to By-Law 10 section B
- Moved Standing Committees of Council from Policy α .C to By-Law 9
- Minor editorial changes

September 21, 2015 – Avery Cole (Constitutional Guru)

- Updated BED Fund policy
- Added EngVents to DoE portfolio
- Added options for multiples of several positions
- Fixed fiscal year definition

January 8, 2016 – Avery Cole (Constitutional Guru)

- Director shuffle
- Added Director of Community Outreach
- Club shuffle

January 24, 2016 – Avery Cole (Constitutional Guru)

- Added the Equity Officer position

March 3, 2016 – Avery Cole (Constitutional Guru)

- Updated financial policy

April 5, 2016 – Avery Cole (Constitutional Guru)

- Removed 'Chief' and 'Deputy' titles for Internal Records Officers

June 6, 2016 – Kodie Becker (Constitutional Guru)

- Added in Capital Fund changes to Financial section

September 19, 2016 – Sam Johnston (Constitutional Guru)

- Updated Hiring Policy
- Added in Feedback Officer and Recruitment Officer positions

October 5, 2016 – Kodie Becker (Constitutional Guru)

- Added Financial Officer Position
- Updated EngLinks policy

- Updated First Year Conference

November 2, 2016 – Kodie Becker (Constitutional Guru)

- Added Advisory Board Secretary

November 21, 2016 – Sam Johnston (Constitutional Guru)

- Added section q: Society Bursaries
- Updated table of contents

January 13, 2017 – Lianne Zelsman (Director of Internal Affairs)

- Added changes to allow multiple Feedback Officers
- Added Training Officer position

March 5, 2017 – Lianne Zelsman (Director of Internal Affairs)

- Added changes to Section θ: Financial Policies, to update investment policy
- Added changes to Sections: β: Society Leadership and λ: Information Technology to update IT policies

March 12, 2017 – Lianne Zelsman (Director of Internal Affairs)

- Added changes to Section ζ: Corporate Guidance, to change the selection process for Advisory Board Faculty and Alumni members

March 25, 2017 – Lianne Zelsman (Director of Internal Affairs)

- Added PD Marketing and Workshop Coordinator positions
- Updated Director of Design position description to reflect current practices
- Added Deputy of Design Position
- Updated Committee on Bursaries policy to adjust committee structure

April 25, 2017 – Lianne Zelsman (Director of Internal Affairs)

- Updated Director of Communications position to reflect involvement with elections
- Added changes to Section ε: Conduct and Grievances to implement new probationary policy
- Updated Table of Contents

July 2018 – Emily Wiersma (Vice President of Student Affairs)

- Updated policy to reflect 2017-18 Council
- Removed gendered language as well as general edits
- Updated position descriptions for accuracy
- Created Hiring Digitization Policy

November 15, 2018 – Gillian Wun (Policy Officer) and Emily Varga (Director of Internal Affairs)

- Updated policy to reflect policy passed during Council between Sept. 13 and Nov. 1
- Formatted revised date in footer

January 14, 2019 – Emily Varga (Director of Internal Affairs)

- Updated BED Fund policy
- Modified Equity Officer to reflect the position as a director role
- Updated Advisory Board Membership
- Updated Design team ratification and added Queen's Hyperloop Design Team to the ratified design teams

January 25th, 2019- Emily Varga (Director of Internal Affairs)

- Updated Hiring Policy

February 11th, 2019- Emily Varga (Director of Internal Affairs)

- Updated Director of Conferences Duties

March 11th, 2019- Emily Varga (Director of Internal Affairs)

- Updated Positions under the Director of Human Resources
- Updated duties of VPSA to oversee the Director of Human Resources
- Updated First Year Conference to be a Speaker series
- Updated Director of First Year duties
- Updated Director of External Relations duties
- Updated conditions for Executive Subsidy
- Updated Hiring Policy
- Updated Engineering Review Board grievance procedures
- Updated Director of Information Technology duties
- Updated the finance policy for affiliated groups

April 9th, 2019- Emily Varga (Director of Internal Affairs)

- Updated Joint Hiring Policy
- Update to Director of Social Issues duties
- Added Services Officer position
- Added FYPCOM position
- Updated Exec Summer Salary
- Updated signing authority in Society Finances structure
- Updated Hiring Policy
- Updated ERB hiring panel
- Updated grievance procedures and appeal procedures

September 16th, 2019- Raed Fayad and Laure Halabi (Policy Officers)

- Updated entire policy manual to account for any outdated or improper sentences.
- Updated Finances for EngSoc Affiliated Groups
- Updated Design Groups
- Added Workshops and Speakers Manager under First Year Speaker Series

September 30th, 2019- Ben Zarichny (Director of Internal Affairs)

- Update to Ratification and Guidelines, added FEAS to banking requirements

November 4th, 2019- Raed Fayad (Policy Officer)

- Updated the specific duties of the Director of Events
- Removed Engineering Week from the Special Events Policy
- Removed Carol Service Director from the event Chairs/Coordinators list

December 31st, 2019- Laure Halabi (Policy Officer)

- Updated the Appointments and Director of Conferences sections to account for change in the name of 3 positions.
- Updated the Hiring Policy
- Updated the EngSoc Affiliated Clubs and Director of Conferences sections to account for WEAO club becoming a conference named QWEC

March 4th, 2020- Raed Fayad (Policy Officer)

- Updated Financial Policies-Accountability
- Updated the Capital Fund service participants

- Removed the Capital Planning Committee
- Updated Standing Committees of the Board
- Removed the Advisory Board from Services and Corporate Initiatives
- Added clauses to remove Advisory Board members via vote
- Updated the Selection of Board Members process, and updated size of the board
- Updated the Responsibilities and Duties of Officers of the Board
- Updated the Hiring Committee positions
- Updated Clubs, Conferences, and Competitions
- Updated the Director of Conferences to become Director of Clubs and Conferences
- Updated the Interview Process, removed Pre-Hiring Information Form
- Updated Golden Words Policy
- Updated Directorship Positions and Duties

March 22nd, 2020- Laure Halabi (Policy Officer)

- Updated Standing Committees of the Board

May 2nd, 2020 – Thomas Wright (Director of Governance)

- Added Q-WASE to Director of Conferences Section
- Added Section μ.C – Conference Delegate Training

May 23rd, 2020 – Thomas Wright (Director of Governance)

- Removed Asteroid Mining club (β.C.3.3.e and κ.A.1.1) upon de-ratification by the VPSA

October 6th, 2020 – Thomas Mulvihill (Policy Officer)

- Update section B.2, B.5, C.2, and E.1 in the Bursary Funding section.
- Updated positions under portfolio of DoSI, namely Bursary Committee Chair, and Sustainability Committee
- Added section B.8.3 of Hiring Policy regarding a question pertaining to ED

November 6th, 2020 – Damian Chodyna (Policy Officer)

- Made amendments to the Bursary Committee : added a new Chair, an appeals process, and other changes to positions and rules for bursaries.

February 28th, 2021 – Damian Chodyna (Policy Officer)

- Changed all sections that still had the outdated Director of Internal Affairs title to Director of Governance.
- Updated policy on EngLinks in η.K and ι.B.
- Updated policy on information technology staff and leadership under β.C.7 and λ.A.
- Updated hiring and transition section A.2.1.e to consolidate conference positions into a single Conference Deputy.

March 1st, 2021 – Thomas Mulvihill (Policy Officer)

- Updated DoIP description

March 12th, 2021 – Thomas Wright (Director of Governance)

- Updating Awards policy (ε) changes from 2020
- Updated design group hiring policy (γ)
- Updated list of design teams and ratification process changes (κ)
- Added financial policy changes and additional affiliated group debt section (Θ)
- Added Automation & Process Development team to DoIP portfolio (β) and Hiring policy (γ)

April 4, 2021 – Damian Chodyna (Policy Officer)

- Updated PD Policy for technical workshops

April 5, 2021 – Thomas Mulvihill (Policy Officer)

April 6th, 2021 – Andrew da Silva (Incoming Director of Governance)

- Updated roles of the Director of Internal Processes to section δ: EngSoc Spaces

October 2nd, 2021 – Andrew da Silva (Director of Governance)

- Updated κ.B.1.4 to include the Queen's Relectric Car Team (QRCT)
- Updated β.C.3.3.e and κ.A.1.1 to include Ratified Club Queen's EngArts

October 25th, 2021 – Zoe Prystawski (Policy Officer)

- Updated κ.B.1.4 to remove the Queen's University Experimental Sustainability Team (QUEST)
- Updated κ.B.B.7 to reflect the correct design team space allocation timeline
- Updated C.2.4 to reflect proper Professional Development committee member titles

February 15th, 2022 – Zoe Prystawski (Policy Officer)

- Updated κ .B.7.8 to include the process if a design team vacates a space early
- Updated β.C.1 to include the Director of Events
- Updated γ.A to reflect the increase of number of Executive Director team members from 14 to 15 and remove EngVents

March 25th, 2022 – Zoe Prystawski (Policy Officer)

- Updated γ.B to reflect the change in EngSoc's hiring platform from EngSoc Dash to Breezy
- Updated β.C.10 to correct inaccuracies in the description of the Director of Human Resources role
- Updated β.C.13, μ.B.4, μ.B.5, μ.C, and v.D to reflect the changes made to the External Relations portfolio this year
- Updated β.C.9.3 and β.C.9.4 to include descriptions of the Communications Team Managers

May 7th, 2022 – Zoe Prystawski (Policy Officer)

- Updated β.A.1 to include oversight of the Engagement Committee into the roles of the executive
- Added β.C.16 to include the director honorarium
- Updated section ρ to reflect current bursary policies
- Updated section β.C.14 to update the role of the Director of Social Issues in policy
- Updated κ .B.1 to reflect Queen's BioMechatronics Team's status as a design team

January 24th, 2023 – Aidan Shimizu/Ali Bekheet/Evan Wray (Policy Editor/VPSA/VPOps)

- Updated section β to reflect current Executive and Director Roles as per By-Law
- Updated section γ to reflect current Hiring practices as well as updating Hiring Panels
- Updated section δ to reflect updated practices
- Updated section θ to reflect updated practices
- Updated section Ω to reflect updated practices

February 21st, 2023 – Jack Lipton (Director of Governance)

- Updated ratified design teams

April 19th 2023 – Jack Lipton (Director of Governance)

- Updated BED Fund Policy Section in ι
- Updated Bursary Policy ρ
- Updated Design policy to include design committee β
- Updated section β, γ and λ to include the society officer
- Updated changes to presidential policy in section β
- Updated κ to remove engarts and recon
- Updated section η, ι κ, ν and ξ.

May 23rd 2023 – Andrew Anderson (Director of Governance)

- Updated the entirety of the manual to streamline its formatting. Notable changes include:
 - Modifying indentation (section) style for consistency
 - Added a functioning table of contents
 - Section appropriate headers/footers
 - Page numbers
 - Cross-referenced policy references
 - Corrected By-Law references
 - Removed all mentions of DoE and DoS
 - Fixed grammatical errors
- Removed section ν as it no longer exists
- Fixed indentation in ρ and ξ

July 29th 2023 – Maggie-Mae Burr (Society Officer)

- Formatting, grammatical, and cross-referencing changes

September 5th, 2023 – Maggie-Mae Burr (Society Officer) & Andrew Anderson (Director of Governance)

- By-Law spelling streamlined to 'By-Law' throughout
- Updated section β to remove the duplicate description of Vice President (Finance & Administration), reordered Director positions with respect to By-Law 8
- Updated section θ to correct responsibility of loans to Vice President (Finance & Administration, streamlined formatting of Corporate Initiatives
- Updated section γ references of B.11.4
- Reformatted headings to facilitate cross-referencing
- Changed the letterhead

September 25th, 2023 – Maggie-Mae Burr (Society Officer)

- Updated section η.F to include Science Quest full year operations
- Updated section η to account for the Director of Academics portfolio being split into 2 directorships

October 23th, 2023 – Maggie-Mae Burr (Society Officer)

- Updated all of Policy according to changes made by the EngSoc Executive
- Updated Conduct and Grievances section with changes to ERB

November 25th, 2023 – Andrew Anderson (Director of Governance)

- Added Policy section Σ , which had not been included in policy after being approved at AGM 2023

February 12th, 2024 – Maggie-Mae Burr (Society Officer)

- Updated β .C.1 to remove the Academic Advocacy Team and replace it with The Academic Advocacy Officer
- Updated ϵ .C.4 to include managing conflicts of interest for grievances
- Updated ϵ .B to include an effort to be made to include a first year general member on the Engineering Society Review Board

March 7th, 2024 – Maggie-Mae Burr (Society Officer)

- Vice President spelling streamlined to 'Vice President' throughout
- Streamlined spelling of 'AllEng' across the entire document
- Updated Policy β .C.7 to replace Design Teams with Design Groups
- Updated the Equity Committee and who is included in the Committee in Policy β .C.9
- Updated Policy β .C.11 to correct the description of the Director of Educational Services
- Updated Policy β .C.13 to describe reimbursement requests
- Updated Policy β .C.14 to deliver EDIIAS training at least once per year
- Updated Policy θ .C.1 to ensure groups have an approved budget before gaining access to their account and to remove Tickera requests for online ticket sales
- Policy η .E.4.1.1: The vote for the Year crest is conducted by the Director of First Year
- Policy β .C.3.4.i: DoFY meets with the APSC First Year Program Lead when necessary
- Policy β .C.12.3: Removed monthly to yearly meetings with assistant managers
- Policy β .C.12.4: Changed planning to overseeing the planning of training and removed contract responsibilities
- Policy β .C: Added the Joint Health and Safety Committee as part of the Director of Retail Services and the Director of Educational Services roles
- Policy β .C.9.4: Removed Director of Social Issues as a member of the ExCommComm
- Policy β .C.10: Removed Director of Student Life as a member of the Outreach Team
- Policy η .W.4

March 7th, 2024 – Maggie-Mae Burr (Society Officer) & Barbara McLachlan (Director of Communications):

- Policy β .C.6: Made general edits and updates
- Policy β .C.6: Added Orientation Week Media Team
- Policy β .C.6: Added the EngSoc Visual Identity Guide
- Policy η .W: Added the Orientation Week Media Team

March 7th, 2024 – Maggie-Mae Burr (Society Officer) & Alex Pysklywec (Director of HR)

- Policy γ .B: made general edits to Hiring Policy, replaced designate with replacement, and added that posting can be approved by HR Deputies
- Policy γ .B.6: in person requirements should be stated in eligibility requirements
- Policy γ .B.9: Removed hiring tablets
- Policy γ .C.3: Applications must be made online for two weeks (instead of 1)

March 7th, 2024 – Maggie-Mae Burr (Society Officer) & Josh Friedman (Director of IT)

- Policy β .C.15: Changed required IT enterprise experience to just IT experience
- Policy β .C.15: Removed training for users of the EngSoc computer equipment

- Policy κ.A.6: Added that the Director of IT is responsible to reset account web information if it was lost.
- Policy λ.B.1.8: Edited the transition of accounts.

March 26th, 2024 – Maggie-Mae Burr (Society Officer)

- Policy κ.B: Updated Design Group policy
- Policy Σ.A.: Hiring of the SVPR representative
- All of Policy: changed the Director of Social Issues to the Director of Equity and Advocacy
- Policy β.C.3: Added the Initiatives Manager
- Policy β.C.14: Added engagement as part of the HR portfolio.
- Policy β.A.4: Moved The Sexual Violence Prevention and Response Lead under VPSA
- Policy Σ: Updated the Sexual Violence Prevention and Response Lead role and responsibilities
- Policy ι.A: Updated the BED Fund to remove the student fee
- Policy γ: Removed exceptions from Hiring Policy for design teams
- Policy γ.C: Added Club and Design Group Hiring Policy

October 5th, 2024 – Nina Peloso (Society Officer)

- Policy η.F: Updated changes to Science Quest managerial structure
- Policy θ.F: Adopt new ESSCO CFES funding policy
- All of Policy: Coalesced minor changes (proofreading) made to policy over Summer 2024
- Policy ε.C.3.1: Moved the confidentiality clause to ε.C.2.4, to reflect its place within the general scope of grievance procedures. Subsequent sections are re-numbered accordingly
- Policy ε.C.4.1.e: Added procedure to address the instance in which a grievance occurs before the Deputy Chair and General Members of the ERB are solidified; to include an ex-officio officer and maintain confidentiality as per C.2.4
- Policy ε.C.4.2.d: Updated wording to clarify the application to hiring grievances in particular
- Policy ε.C.4.2.e: Included clause to allow those subject to non-hiring related grievances request a meeting with the investigation panel, and to outline acceptable conduct with respect to both the induvial and panel member(s) during the process.
- Policy ε.C.4.2.f.i: Added procedure for grievances such as C.4.1.e
- Policy ε.C.4.4.i – ε.C.4.5: Added a stipulation that all interpretations of Bylaw or Policy by the ERB be documented for seven (7) years at minimum

November 25th, 2024 – Nina Peloso (Society Officer)

- Policy β.C.10.3: Updated hierarchal structure of Director of Student Life portfolio to include a subsidiary Events Committee
- Policy κ.B: Updated the procedure for the ratification and subsequent space allocation for design teams and groups; less emphasis is placed on varsity competition to remove some barriers in the formation or design groups and teams, but a stipulation is placed to bar a *new* (i.e. < 1 year ratified) team/group's access to the Dean' donation

- Policy 0.C.1.7: Removed the requirement for budget approval to be approved by the Vice President, Director, and their respective directors of finance to streamline the process of budget approval; now instead, only the approval of the overseeing director and one member of the finance team is needed

February 8th, 2025 – Jaya Nookala (Society Officer)

- Policy γ.B.4: Removed the Rector from ERB hiring panels and incorporated the Deputy ERB Chair.
- Policy ε: Updating procedures for filing grievances and executing investigations through the Engineering Review Board.
- Policy γ.b: Changes to FREC hiring policy to reflect current practices.