

POLICY ON ETHICAL STUDENT EMPLOYMENT

WHEREAS, It has become a particular concern that groups that reflect the mandate of the Arts Undergraduate society be denied eligibility to access the AUS, be it spaces, events, or partnerships

WHEREAS, the mandate of the organization as outlined in the Constitution

BE IT RESOLVED THAT, the Legislative Council approve the following policy in Appendix A.

APPENDIX A.

Background

It has become a particular concern that groups that reflect the mandate of the Arts Undergraduate society be denied eligibility to access the AUS.

The mandate of the organization as outlined in the Constitution 2.1.2 enhance the educational, cultural, environmental and social conditions of its members, and Equity Policy 1.3.1 Recognition that systematic processes and cultural biases disadvantage certain groups of people; 1.3.2 Proactive steps to challenge and acknowledge the current and historical processes and biases that affect the safety and wellbeing of these disadvantaged groups; 1.3.3 Acknowledgment that certain groups of socially privileged people knowingly or unconsciously benefit from this process and do not have the same experience of disrespect and exclusion as those in disadvantaged groups;

The Arts Undergraduate Society has also supported the previous student mobilization against unpaid work, for example, the Social Work Student Association (SWSA) strike against unpaid placements.

Scope

Arts Room Bookings
Arts Lounge Bookings
Arts Events (Faculty and Department Level)
Postering Privileges
Funding Eligibility

Definitions

Unpaid Internships: An internship that does not provide minimum wage according to the applicable legislature where the internship is located. Experience may not be considered as remuneration. Unpaid internships contribute to social inequality by using personal or

professional connections to arrange job or internship opportunities— with less visible forms of protection, such as paying the summer living costs that make an unpaid internship feasible.¹

Voluntourism: A short or extended period where an individual who travels to aid an organization and/or community, who is not being paid or who is paying to do work, where the job may have otherwise been properly filled by a local individual, in a developing country.

Multi-level Marketing: Multi-level marketing (MLM), also called pyramid selling, is a marketing strategy for the sale of products or services where the revenue of the MLM company is derived from a non-salaried workforce selling the company's products/services, while the earnings of the participants are derived from a pyramid-shaped or binary compensation commission system.²

Equal Opportunity: "Principle of non-discrimination which emphasizes that opportunities in education, employment, advancement, benefits and resource distribution, and other areas should be freely available to all citizens irrespective of their age, race, sex, religion, political association, ethnic origin, or any other individual or group characteristic unrelated to ability, performance, and qualification."³

Policy

1. No organization wishing to associate with AUS may be based on unpaid internships and/or voluntourism.
2. Organizations providing preparatory services for exams which charge fees, causing an undue burden on students who may not be able to afford the aforementioned service, denying equal opportunity.⁴
3. Organizations promoting multi-level marketing groups may associate with the AUS.
4. No organization may be discriminatory on the basis of sex, gender, ethnicity, religion, ability, or any other protected class.
5. The AUS executive shall maintain a list of organizations who violate these policies in order to prevent them from accessing AUS services.
6. A working list of banned organizations will be made by the Executive, with input from AUS legislative councillors, to be placed in the AUS office for reference. Members of the AUS student body may request to view the aforementioned list.

VP Academic shall continue to work closely with the Arts Internship Office to increase wages.

7. VP Internal will include in timely correspondence with an applying group an affirmation that the applying group is in line with the AUS mandate, following a request for association
8. Arts Senators are encouraged to raise awareness at the McGill University Senate against unpaid internships.

¹<https://www.brookings.edu/blog/social-mobility-memos/2015/07/07/unpaid-internships-support-beams-for-the-glass-floor/>

² Carroll, Robert Todd (2003). *The Skeptic's Dictionary: A Collection of Strange Beliefs, Amusing Deceptions, and Dangerous Delusions*. John Wiley & Sons. pp. 235–36

³ <http://www.businessdictionary.com/definition/equal-opportunity.html>

⁴ McGill University has already banned Prep 101 on campus.

Reporting

9. Should there be a concern that the policy has been breached, it must be reported to the Secretary-General or the President of the AUS, the Vice-President Finance (should financial matters be concerned), and the Vice-President Internal. Equity Commissioners are recommended to be consulted whether the mandate of the AUS has been breached.
 - 9.1. Complaints shall be brought to the Executive Committee, which will decide the proper course of action by consensus
 - 9.2. The Executive Committee may bring a complaint to Council for consultation on a course of action if they so vote
10. Courses of action may include:
 - 10.1. A formal public apology from the person responsible for approving the request
 - 10.2. Cancellation of services promised to a group that is found to contravene this policy
 - 10.3. Review by Secretary General of person/s who approved the decision, including but not limited to AUS Executives.

Moved by,
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