

College Policy Changes: **JANUARY 2020**

College Policy Manual changes for January 31, 2020

A130: Student Code of Conduct

Amended (November 27, 2019).

In October 2018, Fanshawe undertook a full external review of the College Student Code of Conduct. This Code reflects the recommendations of both an external consultant and internal stakeholders affected by or responsible for its administration. During this review, 23 stakeholders were interviewed, representing: Students (FSU), Security, Conduct Office, Student Success, Deans, Associate Deans, Faculty, Ombuds, Registrar, Indigenous Centre, International, Residence and Career Services.

Recommended changes from the review are present in the Code of Conduct. These changes include:

- Extensive reorganization and re-numbering of sections of the policy to improve readability and referencing;
- Substantive rewriting of several sections to improve clarity, eliminate unnecessary detail and to reflect current roles and/or practice; and
- Inclusion of the Appeal procedure which was not in the previous version.

The overall approach to Code violations remains the same, with key steps including: complaint, investigation, adjudication, informal resolution or formal hearing, sanctions and option to appeal.

The written changes are designed to make these steps clearer, more explicit, and easier for students to follow.

College Policy Manual changes for January 17, 2020

A117: Co-operative Education Program

Amended (September 25, 2019).

This policy was reviewed and while the policy itself had no substantive changes made, a number of changes, cosmetic and non-cosmetic, were made to the Addenda. In Guideline A, Section 5, existing eligibility requirements were clarified in order to reduce confusion for international students, degree program students and students taking COOP-1020 and COOP-

1021. In addition, in Section 10, in consultation with the Centre for Academic Excellence, existing PLAR (Prior Learning Assessment and Recognition) requirements for Co-op were elaborated upon to facilitate PLAR opportunities.

C309: Emeritus

New (October 3, 2019).

This is a new College policy. The Board approved a revised Emeritus policy in October, which now solely addresses President Emeritus. This new College policy addresses all other Emeritus designations.

P205: Compensation for Administrative Employees (formerly called Compensation for Full-Time Administrative Employees)

Amended (December 3, 2019).

This policy represents a full review with significant changes throughout. These changes stem from the need to simplify language to make the policy easier to understand and reduce the amount of wording. To reduce the performance categories to 3 and streamline compensation adjustments (make it more consistent across all administrators versus being split by pay band) and to clarify the exceptional language. Sections of significant change include Performance Compensation and Compensation in Extraordinary Circumstances.

P206: Terms and Conditions of Non-Unionized Employees (formerly called Terms and Conditions of Non-Full-Time Employment)

Amended (December 3, 2019).

This policy has received a full review to align with new collective bargaining agreements in the Ontario College system.

P207: Employee Code of Conduct (formerly called Employee Ethics)

Amended (December 3, 2019).

This policy represents a full review with significant changes throughout. While continuing to represent the ethical expectations of employees, the title of the policy has changed from Employee Ethics to Employee Code of Conduct. This change represents a stronger understanding of the how College employees are expected to conduct themselves and demonstrate good corporate citizenship while maintaining ethical standards in the performance of their duties.

P212: Staff Recruitment

Amended (December 3, 2019).

This policy has been reviewed and contains minor grammatical and formatting updates.

TOR27: Standard 1: Program Advisory Committee Meeting Template Package of the Program Advisory Committees Terms of Reference

Amended (January 9, 2020).

Standard 1 of this Terms of Reference was amended. The changes were cosmetic in nature.
