



Communication from the Executive Committee of Senate March 2, 2018

Academic Implications of Potential Strike of CUPE 3903

CUPE 3903 is in a legal strike position as of March 5. This does not mean that a strike will occur. However, the Executive Committee of Senate has met to consider the implications of a potential labour disruption on the academic activities of the University. This meeting is a step required under the *Senate Policy on the Academic Implications of Disruptions or Cessations of University Business Due to Labour Disputes or Other Causes*.

The three governing principles of this policy are **academic integrity, fairness to students, and timely information**. These are defined in the policy.

When a disruption of any length occurs, students who do not participate in academic activities because:

- a) they are unable to do so owing to a Disruption, or
- b) they choose not to participate in academic activities owing to a strike or lock-out on campus

are entitled to immunity from penalty, to reasonable alternative access to materials covered in their absence, to reasonable extensions of deadlines and to such other remedy as Senate deems necessary and consistent with the principle of academic integrity. Such remedies do not alter academic standards nor do they guarantee students the same learning experience they would have received in the absence of a disruption. With regard to academic integrity, the Policy stresses that: “No dilution of standards normally expected of students should be permitted and there should be as little diminution as possible in the instructional or supervisory support given to students.”

In a disruption of six or fewer days – a “short disruption” according to the Policy – normal academic regulations will apply and individual faculty members will determine, in the first instance, the extent to which their courses, seminars, graduate supervision, labs, practica, etc., have been affected by a disruption and what remedial action is required.

Members of the community have asked what would happen if a disruption were to occur. On the first day of a disruption, Senate Executive will announce that a disruption has happened and it will begin to implement the Policy. Courses will continue in all Faculties and in the School of Continuing Studies but some classes will not be held. Members of the community will have access to a repository of active classes, tutorials and labs that will be updated.

Although any labour dispute is bound to cause difficulties, Senate Executive assures the community that it is committed to dealing quickly and sensitively with academic implications if and when they were to arise, and will communicate decisions that it makes widely and promptly.

Disruptions Policy

<http://secretariat-policies.info.yorku.ca/policies/academic-implications-of-disruptions-or-cessations-of-university-business-due-to-labour-disputes-or-other-causes-senate-policy-on-the>

Disponible en français

<http://secretariat-policies.info.yorku.ca/policies/reglement-du-senat-concernant-les-consequences-sur-les-etudes-des-perturbations-ou-interruptions-des-activites-de-luniversite-par-des-conflits-de-travail-ou-par-dautres-causes/>

LESLEY BEAGRIE, Chair of Senate, March 2, 2018