

Complete Policy Title:  
**Group Conflict – Senate Resolutions Re**

Policy Number (if applicable):  
**N/A**

Approved by:  
**Senate**

Date of Most Recent Approval:  
**October 17, 1974**

Date of Original Approval(s):  
**October 17, 1974**

Supersedes/Amends Policy dated:

Responsible Executive :

Enquiries:  
[University Secretariat](#)

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1.(II-2) There shall be a designated person, responsible to the Secretary of the Senate, to whom members of the University community can go to get definitive information on where and how to seek redress for particular grievances or where and how to make representation for changes in policy on any given matter.

2.(II-8) In situations in which departmental decision making has broken down and in which a chair has shown that he or she is incapable of performing his or her duties satisfactorily, the Dean, with the approval of the Committee on Academic Policy acting on behalf of the Senate, and of the Board of Governors, and after discussion in the appropriate Faculty Council, should temporarily assume the role of chair.

3.(II-9) In extreme cases, where deep and intractable problems exist within a department, the Senate and Board may, on the advice of the Academic Vice-President and President, appoint a committee of three to manage the affairs of the Department until such a time as the conflict is resolved.

4.(II-10) From time to time, special ad hoc committees of investigation may be desirable. Such committees can be appointed by (1) senior administrative officers (Deans, Vice-President and President), (2) the Senate, (3) Faculties and Faculty Councils.

5.(II-11) The advisability of establishing the post of ombudsman at McMaster shall be reviewed by Senate in 1977-78.

6.(III-1) The provision for formal mediation and fact finding shall be retained at McMaster as one of the possible responses to serious conflict which the normal deliberative and consultative processes of the University have either failed to resolve or appear to be unable to resolve.

7.(III-2) The present mediation policy shall be changed so that any party has the right to request the President, in consultation with the Senate Executive Committee, to invoke mediation. The

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existing provision for the President or one of the Vice-Presidents, in consultation with the Senate Executive Committee, to invoke mediation remains in force.

8.(III-3)The President shall name the Mediator in consultation with the Senate Executive Committee.

9.(IV-1)Peaceful dissent, including distribution of leaflets, holding of special meetings, and peaceful picketing (providing that free movement is not restricted) is regarded as entirely permissible.

10.(IV-2)The acceptable limits of protest at McMaster are the same as those in the community a large and illegal activities are recognized as unacceptable and subject to prosecution.

11.(IV-3) Without limiting the generality of the foregoing, the University should take whatever steps are required to ensure:

- a. that those who wish to teach and those who wish to learn can do so under proper conditions;
- b. that academic and general facilities are available to those who wish to use them for their normal purposes;
- c. freedom of movement and freedom from harassment;
- d. protection of property including records, documents and the like.

12.(IV-4)McMaster should not develop a specific disciplinary code with tribunals for its enforcement (except in the case of clearly academic offenses), but rely on the law of the land for the punishment of offenders.

13.(IV-5)The question of whether action should be taken against faculty who withdraw their teaching services and graduate assistants who do not perform their assistantship duties during a conflict should be considered and clarified by discussion between the Administration and the Faculty Association and Union of Graduate Students.

*Numbers in parentheses refer to recommendations of the Presidential Committee on Group Conflict*