



Policy Name:	Academic Accommodations During Labour Disputes
Originating/Responsible Department:	Senate
Approval Authority:	Senate
Date of Original Policy:	January 2020
Mandatory Revision Date:	January 2025
Contact:	Clerk of Senate

1 DEFINITIONS AND APPLICATION

- 1.1 For the purposes of this policy, "Labour Disruption" means when academic activities are substantially interrupted as a result of a strike or lockout at Carleton University.
- 1.2 The term "academic activities" includes any work subject to evaluation or necessary for a student to meet the requirements and learning outcomes of a course or program of study.
- 1.3 Labour Disruptions of 10 or fewer calendar days will continue to be governed by normal academic regulations and policies.
 - 1.3.1 In the case of such brief Disruptions, *individual faculty* are in the best situation to 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 may be implemented.
- 1.4 In determining whether an interruption to academic activities is substantial, the following factors will be considered by Senate Executive:
 - 1.4.1 the duration and point in the term or session in which the Labour Disruption occurred;
 - 1.4.2 the availability of physical and instructional resources;
 - 1.4.3 the impact on the attendance of students, instructors, and other necessary participants;
 - 1.4.4 the impact of timing and sequence of evaluations such as examinations, practica, assignments and presentations.

2 PURPOSE AND SCOPE

2.1 Academic Standards and Quality

During a Labour Disruption, no dilution of standards normally expected of students should be permitted. Diminution in the instructional or supervisory support given to students should be minimized to the extent possible.

2.2 Accommodation for Students

- 2.2.1 Students who cannot participate in academic activities because they are unable to do so because of a Labour Disruption are normally entitled to appropriate accommodations which could include reasonable alternative access to materials covered in their absence, reasonable extensions of deadlines, and such remedy as Senate deems necessary and consistent with the principle of maintaining high academic standards and quality for all programs.
- 2.2.2 Remedies shall not alter academic standards associated with the missed academic activities, including the course learning objectives and learning outcomes. Students are not relieved from the responsibility for mastering the materials covered and fulfilling course and program requirements.
- 2.2.3 The availability of a remedy under this policy does not guarantee students the same learning experience as they would have received in the absence of a Labour Disruption.
- 2.2.4 When programs are delivered across different academic institutions, we will endeavor to accommodate within constraints defined by partner institutions.

2.3 Timely Information

Students, staff and faculty will be informed in a timely manner of changed requirements, rescheduled academic activities, and procedures that will be in effect at the conclusion of the Labour Disruption.

- 2.3.1 The Provost is authorized to distribute information to ensure actions consistent with the principles of academic integrity and fairness to students are followed.

3 PROCEDURES / ROLES AND RESPONSIBILITIES

3.1 Communication and Dissemination of Information

- 3.1.1 When a Labour Disruption of 11 or more calendar days occurs, Senate Executive:
 - 3.1.1.1 will convene the Provost's Advisory Committee on the Continuity of Academic Operations (Academic Continuity Committee). The Academic Continuity Committee is chaired by the Vice Provost, and consists of the Vice- President (Students and Enrolment), Associate Vice President (Teaching and Learning) and Academic Deans. The committee shall oversee the process of determining, directing and implementing the necessary remedial actions. The Academic Continuity Committee shall provide regular updates to Senate Executive;
 - 3.1.1.2 shall ensure that the normal informational channels are alerted, so that Senate Policies and decisions will be reported widely and accurately;

- 3.1.1.3 shall post an appropriate notice to remind or notify students, staff, faculty, Faculty Boards, Chairs, Directors, and Deans of their respective roles in giving effect to this Senate Policy;
- 3.1.1.4 consider whether posting a notice regarding the possibility of rescheduling and/or term extension following the conclusion of the Labour Disruption is required;
- 3.1.1.5 shall request the Registrar use best efforts to inform and update relevant external bodies about the Labour Disruption;
- 3.1.1.6 shall request University administrators use best efforts to have externally imposed administrative deadlines extended if needed, specifically around the potential unavailability of Registrarial documents;
- 3.1.1.7 shall request the University Librarian disseminate information about the impact of a Labour Disruption on access to collections and services;
- 3.1.1.8 will ensure that any adjustments of academic deadlines be announced widely; and
- 3.1.1.9 will ensure that the University continually monitors and updates its external communications so that all relevant matters academic are clearly communicated.

3.2 Labour Disruptions

- 3.2.1 Senate Executive will receive reports from the Provost on the impact of the Labour Disruption.
- 3.2.2 If a Labour Disruption necessitates an extension or modification to the academic term, including the examination schedule, then Senate Executive shall, after consultation with the Academic Continuity Committee, recommend to Senate such changes to the academic term.
- 3.2.3 If a Labour Disruption continues to a point where no feasible remedy consistent with the principles of Academic Standards and Quality is available, then, Senate Executive shall, after consultation with the Academic Continuity Committee, recommend to Senate that credit not be given for the course(s).
- 3.2.4 When the Labour Disruption ends, Senate Executive shall declare and give direction to the Academic Continuity Committee to give notice to students, staff, faculty, Faculty Boards, Chairs, Directors, and Deans of the procedures then in effect under this policy.

3.3 Petitions and Appeals

Normal petition and appeal procedures shall apply to deal with academic issues arising from a Labour Disruption.

RELATED POLICIES

N/A

CONTACT

Clerk of Senate