

QPIRG-McGill Policy Regarding Student Referenda

Last amended January 23, 2015

This policy applies only to referenda conducted by QPIRG-McGill. All provisions must be consistent with the mandate of QPIRG-McGill. The interpretation of this policy shall be limited by their explicit content.

I INTERPRETATION

1. Definitions

1.1 In this policy, the following terms shall be interpreted as defined below.

1.1.1 "Board" shall refer to the elected Board of Directors of QPIRG-McGill.

1.1.2 "Members" shall refer to the members of QPIRG-McGill, as defined in QPIRG-McGill Bylaw 4.

1.1.3.1 "Student members" shall refer to all members of the Students' Society of McGill University (SSMU) and/or Postgraduate Students' Society (PGSS) who have not opted out of QPIRG-McGill's fee.

1.1.3.2 "Community members" shall refer to those people who are non-McGill students who have volunteered a total of fifteen (15) hours with QPIRG-McGill or in one of its working groups over the course of one (1) year, and have paid the community member fee as outlined in the QPIRG-McGill Bylaws, section 3.B.2.

1.1.3 "Student Non-members" shall refer to all members of the SSMU and/or the PGSS who have opted out of QPIRG-McGill's fee.

1.1.4 "Voters" shall be entitled to vote in all QPIRG-McGill referenda, and shall be limited to student members and student non-members.

1.1.5 "Days" shall refer to calendar days, with the exception of civic holidays.

1.1.6 "Referendum period" shall refer to the period beginning at the opening of campaigning and terminating at the close of polling.

1.1.7.1 "Polling period" shall refer to the period beginning at the opening of polls and terminating at the close of polls, which shall last for a minimum of three (3) days.

1.1.7 "Campaigning" shall refer to activities meant to encourage others to vote in one direction or another during the referendum period. Only committees may participate in campaigning.

1.1.8 "Sanction" shall refer to any penalty or censure assessed by the CEO.

1.1.8.1 "Censure" shall refer to a public notice disseminated by Elections QPIRG-McGill in response to a campaign infraction.

1.1.9 "Public Notice" shall refer to notice in a written format that is sent to all voters, by electronic means through the listserv(s) of the SSMU and/or the PGSS.

1.1.10 "Petitions" must include either the text of either the referendum question or the motion to form a committee. A signature for petition purposes shall be valid only if it is accompanied by a corresponding name, student identification number, faculty, and program year.

1.1.11 "Campus publications" shall refer to any campus publication that is free and widely available and that is published more than four (4) times a year.

II GENERAL

2. QPIRG-McGill Referenda

2.1 QPIRG-McGill must carry out two types of referenda in accordance with these policies: fee renewal referenda and fee-increase referenda.

2.1.1 Fee renewal referenda shall be held every five (5) years, in accordance with the dates set in the Memorandum of Agreement with McGill University (Section 16: Term and Review).

2.1.2 Fee increase referenda shall be initiated by a two-thirds resolution of the Board, or upon the Board's receipt of a petition initiated by a member, conducted in accordance with the QPIRG-McGill Bylaws, and duly signed by at least ten (10) percent of the members of QPIRG-McGill.

2.2 Referenda questions shall be passed by simple majority.

2.3. In accordance with QPIRG-McGill bylaws, quorum for referenda shall be 10% of the student membership of QPIRG-McGill.

3. Relationship with Elections SSMU and Elections PGSS

3.1 QPIRG-McGill reserves the option of using the services of Elections SSMU and/or Elections PGSS to coordinate referenda, and will operate within the bylaws of the respective student union(s).

4. Elections QPIRG-McGill

4.1 The Chief Electoral Officer (hereinafter "CEO") shall form an independent and impartial agency associated with QPIRG-McGill named "Elections QPIRG-McGill." This organisation shall be the sole body to administer QPIRG-McGill's referenda and shall be synonymous with the "Office of the Chief Electoral Officer."

4.2 Elections QPIRG-McGill may also oversee the QPIRG-McGill Annual General Meeting and/or Special General Meeting. The CEO for referenda and for General Meetings may be different people.

5. Electoral Officers

5.1 The Board shall appoint a CEO to oversee the election process at least three (3) weeks prior to the beginning of the referendum period.

5.2 The CEO shall oversee the operations of Elections QPIRG-McGill and be responsible for administering QPIRG-McGill's referenda.

5.3 The Board shall retain a Deputy Chief Electoral Officer (hereinafter "DCEO") at least two (2) weeks prior to the beginning of the referendum period.

5.4 The DCEO shall have no duties or responsibilities except in the case of the extended absence of the CEO or in the instance that the CEO is removed from office.

5.5 The CEO will not show favour to either "Yes" or "No" committees and will endeavour to interpret the QPIRG-McGill Policy Regarding Student Referenda consistently and fairly.

5.6 The CEO may not be:

5.6.1 A current or former Board member of QPIRG-McGill

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- 5.6.2 A current or former member of a QPIRG-McGill working group
 - 5.6.3. A member of a referendum committee
 - 5.6.4 A current QPIRG-McGill staff member in another capacity
 - 5.6.5 A member of the editorial staff of any campus publication
- 5.7 The CEO shall have authority to conduct the election, but shall be accountable to the Board. The CEO shall be responsible for: providing notice of deadlines, printing ballots and other non-partisan election materials, overseeing balloting, and other election matters delegated by the Board.
- 5.7.1 The CEO shall have authority to issue sanctions to people found to be in violation of these policies.
- 5.8 During a referendum, the CEO may define and enforce the additional regulations or changes to existing regulations if it is necessary for the administration of the referendum, or to uphold the spirit of a fair campaign. These changes can be overturned by the Board of Directors with a simple majority vote.
- 5.8.1 Modifications will only be in effect for the duration of the referendum. The CEO will notify referendum committees within twenty-four (24) hours of the modification. No committee may be sanctioned before notification of the modification.
- 5.9 The CEO shall be given an honorarium for their work and provided with a job description from the Board.
- 5.10 At the Board's request, the CEO shall report to the Board on any matters pertaining to referenda and their conduct.
- 5.11 The CEO may be removed for cause by the Board by a two-thirds (2/3) majority vote, including but not limited to contradicting the policy, failing to perform the duties of their office, violating official instructions and/or misconduct.
- 5.11.1 Should the CEO be removed from office by the Board, they shall be informed of the decision of the Board in writing within one (1) day of the decision.
- 5.12 Should the CEO be removed from office, or remove themselves from office, the DCEO will assume their duties.
- 5.13 In the event of the CEO's removal from office before the commencement of the referendum period, the Board may also choose to delay the referendum by up to thirty (30) days.
- 5.13.1 In the event of the CEO's removal from office during the referendum period, the Board may also choose to extend the referendum period by up to three (3) days.

III REFERENDA

6. Referendum Questions

- 6.1 Referendum questions must be consistent with the regulations of the Office of the Deputy Provost (Student Life and Learning), McGill University procedures, and QPIRG-McGill's bylaws.
- 6.1.2 No later than three (3) weeks prior to the date of any referendum, all potential referendum questions will be provided to the Deputy Provost (Student

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Life and Learning) for approval. If the University has any concerns, the parties shall resolve the matter to their satisfaction.

6.2 Motions to initiate referenda, whether by a resolution of the Board or by a petition of voters, must include the following: the proposed referendum question(s), date recommendations for referendum and polling periods, and whether the referendum will be applied to the SSMU and/or the PGSS.

6.3 The CEO shall ensure that referenda questions are consistent with QPIRG-McGill's Bylaws and Referenda Policy prior to approving or rejecting referendum motions.

7. Setting of Referendum Periods

7.1 The CEO shall set the opening and closing dates and times of the referendum period and the opening and closing dates of the polling period.

7.1.1 The CEO shall set dates for fee renewal referenda in accordance with QPIRG-McGill's Memorandum of Agreement with McGill University and in accordance with the guidelines set out in this policy.

7.1.2 The CEO shall set dates for fee increase referenda with consideration given to the recommendations included in the referendum initiators' motion.

7.2 The CEO must approve or make changes to the dates and times in the referendum initiator's motion within three (3) days of their receipt.

7.3 The CEO shall submit these dates and times for the approval of the Board. The Board must approve or reject these dates within (3) days of their receipt.

7.4 In the instance of any changes to the referendum period or the polling period, the CEO must inform committee members by email and well as issue public notice to voters.

8. Timelines Regarding Motion Transmission and Approval

8.1 All motions pertaining to referenda or Elections QPIRG-McGill must be approved or dismissed by the Board no less than fourteen (14) days prior to the opening of the referendum period in order to take effect in that referendum.

8.1.1 Resolutions pertaining to referenda or Elections QPIRG-McGill that are passed by the Board must be transmitted to the CEO by the President of the Board within three (3) days of their adoption.

8.2. Within three (3) days of a receipt of a motion to initiate a referenda, the CEO shall approve or reject the referendum question, and set the opening and closing dates and times of the referendum period and the opening and closing dates and times of the polling period for approval by the Board.

8.2.1 The Board must respond within three (3) days to approve or reject the dates and times of polling and referendum periods.

8.2.2 The referendum period must begin no less than fourteen (14) days and no more than (40) days after the approval of these dates and times by the Board.

8.3 The Board must issue public notice of the referendum no less than fourteen (14) days before the beginning of a referendum period.

8.3.1 QPIRG-McGill must also give notice of referendum via the QPIRG-McGill website, where such a website exists; posted in the QPIRG-McGill office; and posted in no fewer than three (3) places on campus.

8.3.2 All notice of referendum shall clearly state the dates, times, places, and purposes of the referendum, including the text of the referendum question.

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8.3.3 Notice of referendum must provide detailed instructions regarding the formation of "Yes" and "No" committees.

9. Referendum Committees

9.1 The Board may pass a motion forming a "Yes" or a "No" committee for accepted referendum questions.

9.1.1 The Board may not form both a "Yes" and a "No" committee.

9.1.2 The President of the Board or their delegate is responsible for ensuring this committee is properly formed.

9.2 Only one "Yes" committee and one "No" committee may be formed for each referendum question.

9.3 Any member or voter may form a "Yes" or a "No" committee by submitting a petition to that effect, duly signed by fifty (50) members and/or voters.

9.3.1 The petition must be submitted to the CEO no less than twenty-four (24) hours before the opening of the polling period.

9.4 Prospective referendum committees must submit to the CEO a signed list of committee members and the name, email address, and phone number of a chair no less than twenty-four (24) hours before the opening of the polling period.

9.2.1 Any member or voter can be on one, but not both, campaign committees for a given referendum question.

9.2.1 Any member or voter may be on committees for multiple referendum questions.

9.5 In the event that the CEO should receive multiple and competing applications to form a "Yes" or a "No" committee, the CEO shall give priority to the completed application that was submitted earliest. Other applicants shall be entitled to join the committee that is formed.

9.6 All members and all voters may serve as committee members.

9.6.1 After the "Yes" or "No" committee is formed in accordance with this policy, the chair of the committee may recruit additional committee members by submitting their names to Elections QPIRG-McGill. Committee members may be added throughout the duration of the referendum period, pending the approval of the CEO.

9.6.1.1 Additional committee members may only begin campaign activities upon receipt of written acknowledgement of their admission to the campaign committee by Elections QPIRG-McGill.

9.6.2 No employee of QPIRG-McGill may serve as a member of a campaign committee.

9.7 A current list of QPIRG-McGill community members shall be submitted to the CEO of Elections QPIRG-McGill one (1) week before the beginning of the referendum period and may not be altered afterwards.

10. Information Meeting

10.1 Elections QPIRG-McGill shall organise and promote an informational meeting for all referendum committees a minimum of twenty-four (24) hours before the start of the referendum period in order to apprise referendum committees of the referenda policy (including the campaign regulations therein) and important times and dates.

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10.2 Each committee must send at least one representative (the chair or a delegate), to this meeting. In the event that a representative from a committee is not in attendance, the committee will be subject to sanction.

10.2.1 All referendum committee chairs absent from this meeting will be deemed to be in full knowledge of the information dispersed at this meeting.

10.3 Should a committee form following the initial information meeting, the chair of the newly formed committee will be responsible for setting a meeting with Elections QPIRG-McGill to receive the information.

11. Withdrawals

11.1 Referendum questions may be withdrawn by the Board or member who initiated the question.

11.1.1 Written notice of the question's withdrawal must be submitted to the CEO no less than twenty-four (24) hours before the opening of the polling period.

11.2 The CEO shall disseminate notice of the withdrawal to the "Yes" and "No" committee chairs, as well as provide public notice of the withdrawal.

IV CAMPAIGNING

12. General

12.1 Campaign activities include, but are not limited to, the following: flyering, putting up posters, writing on chalkboards, making classroom announcements, sending out mass emails, seeking endorsements, and making Facebook events or groups.

12.2 All forms of campaigning are permitted beginning at 8:00 AM on the first day of the referendum period.

13. Campaign Participation

13.1 Only approved members of campaign committees may engage in campaigning.

13.2 No committee member may abuse positions they hold with any group to provide greater resources, exposure or support to their campaign. Such abuses shall include subversion of, or exertion of, undue influence on any established systems for issuing endorsements, using privileged access to contact lists or social media platforms to campaign, and any other actions deemed inappropriate by the CEO.

13.2.1 This includes the production of campaign-specific media content by journalists or access to free printing services.

13.3 Any person participating in campaign activities must produce their McGill Student Identification Card or, in the case of community members, a piece of identification that matches their name on the campaign committee list, when asked to do so by an officer of Elections QPIRG-McGill. This includes QPIRG-McGill community identification cards.

13.3.1 Failure to produce adequate identification will result in the uncompensated confiscation of all campaign materials in the person's possession as well as any other sanctions the CEO deems appropriate.

13.4 Campaign committee members are the only people permitted to create Facebook events or groups, or social media of a similar nature, or use pre-existing online groups or events, to advocate for a "Yes" or "No" vote.

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13.4.1 Voters who are not committee members are free to express their personal opinions regarding the referendum question(s) on personal social media accounts, however they may not speak on behalf of the “Yes” or “No” committees.

14 Campaign Materials

14.1 During the referendum period all referendum committees shall be entitled to post no more than two hundred (200) posters each, with the dimensions of eight and a half (8.5) by eleven (11) inches during the referendum period, as well as one poster, no larger than eleven (11) by fourteen (14) inches, in a spot designated by the CEO in the SSMU Building. The CEO shall implement a secured system to ensure that no committee exceeds this limit. No other type of poster shall be allowed.

14.1.1 Campaign posters are to be produced on reused paper (i.e. printed already on one side).

14.1.1.1 In the event that reused paper is not readily available and campaigners have made reasonable efforts to acquire it, posters must be printed on 100% post-consumer recycled paper. Referendum committees may be asked to provide proof that their posters are printed on 100% recycled paper.

14.1.1.2 Referendum committees found to have printed posters on paper which is neither reused nor made of 100% recycled materials shall be subject to sanctions.

14.2 Referendum committees are responsible for following building regulations with regards to postering and flyering.

14.3 No paper campaign materials may be distributed or affixed inside classrooms or within the theft security perimeters of McGill libraries.

14.4 Non-affixed campaign literature (e.g. flyers) may be handed out only by a referendum committee member and only on McGill campus, unless otherwise approved by the CEO, in writing.

14.5 Campaign stickers may not be attached to University, City of Montreal, SSMU, or PGSS property.

14.6 Committees may not distribute food or any other gifts or services in kind during the referendum period.

14.6.1 “Gifts” do not include buttons related to the referendum, or other materials or services such as pamphlets or safer sex supplies unrelated to the referendum that are normally made available for free by members of the committee.

14.7 Committees may not use pre-existing listservs, or other banks of email addresses, for the purposes of campaigning.

14.7.1 Anyone may make a complaint pertaining to a violation of 14.7

14.8 Campaign committees shall not have access, either directly or indirectly, to radio or television public service announcements regarding the campaign. An exception to this rule is news coverage produced independent of and unsolicited by campaign committees.

14.8.1. Campaign committee members may choose to speak to media if they are solicited for comment.

15. Endorsements

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15.1 “Endorsement” shall refer to the use of email, social media, public advertisements, and any form of publicizing a statement of opinion towards a referendum question on behalf of an organization as a whole.

15.2 Endorsements do not constitute a form of campaigning, and are issued by organizations that are not members of “Yes” or “No” committees.

15.3 Committees may seek endorsements from any organization.

15.4 Endorsements must be determined according to the established decision-making process of the endorsing organization.

15.5 If an organization chooses to endorse a committee, they must disclose any affiliations of referendum committee members to their organization (e.g. membership; positions held; financial, material or in kind donations received; etc) in any public notice regarding an endorsement decisions.

15.6 Endorsements by an organization may only be made once on organizational listservs or websites during the referendum period.

15.7 Organizations may promote their endorsements on social media platforms at their discretion.

15.8 The CEO will have final judgement over whether endorsements are in line with this policy.

16. Spending Limits

16.1 Each referendum committee shall be permitted to spend up to a maximum of \$300, to be reimbursed by Elections QPIRG-McGill

16.3 All referendum committees must pay fair market value for their campaign materials. This does not include work provided for free by members of the campaign committee (including, for example, building websites, designing campaign graphics, and so on).

16.3.1 "Fair market value" is the lowest price for a given product available in the Montreal region to all persons who approach a person or company that sells or deals in that product or service.

16.3.2 In cases where a referendum committee receives or purchases materials for less than fair market value, the referendum committee must nevertheless declare the fair market value for such materials. Committees will only be reimbursed for their actual expenditures, but the fair market value of materials shall be counted towards total campaign expenditures.

16.3.3 The CEO shall have the final say in what constitutes fair market value.

16.4 Committees must submit their campaign receipts and requests for reimbursement to the CEO within five (5) days of the announcement of the election results.

16.5 The CEO may, at their discretion, offer committees up to \$150.00 in campaign funds in advance of their purchases, in the instance that committee members are unable to pay the cost of campaign materials up front. Committees must provide a purchase order, as well as a final receipt after the purchase is made.

16.5 The CEO shall review all receipts and make available to committee chairs a summary of all requests for reimbursement no more than seven (7) days after the announcement of results.

16.6 Each committee is entitled to request an inquiry into the campaign spending of another committee within three (3) days of the CEO's publication of committee

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expenditures. In the case of an inquiry, the CEO shall investigate and evaluate the campaign spending of the committee(s) in question on the basis of the fair market value of their campaign materials and/or the accuracy of listed campaign expenditures.

16.7 The CEO is empowered to investigate the campaign expenditures of any committee at any time if the CEO suspects violations of these rules.

17. Actions Constituting Campaign Violations

17.1 Committees are accountable to this policy as a whole, and the CEO may interpret infringement of any part of this policy as a campaign violation and issue sanctions.

17.2 Referendum committees shall not engage in slanderous campaigning or false representations about the opposing committee.

17.3 Committees shall not disseminate campaign material that is libellous, slanderous, or contravenes the Referendum Policy. The CEO may at any point confiscate or prohibit the dissemination of such campaign material.

17.3.1 Referendum committees may choose to seek the approval of the CEO before disseminating campaign materials.

17.3.2 Committees shall not continue to use material the same as or substantially similar to that which was previously confiscated by the CEO.

17.4 In the event of a complaint pertaining to libel or slander, the CEO should consult Quebec law regarding libel and slander to inform their determination.

17.4.1 The CEO shall also consider complaints pertaining to libel or slander in regards to individuals or groups who are not on campaign committees.

17.5 Committees shall not interfere with the distribution of campaign material.

17.6 Referendum committees may not receive any assistance, either direct or indirect, from person(s) or organization(s) who are not committee members, with the exception of endorsements that have followed proper procedure.

17.6.1 Person(s) or organization(s) who are not committee members must comply with these regulations and cannot in any way aid or abet the circumvention of this policy.

17.7 Voters who are not committee members and who partake in campaign activities are in violation of this policy.

V SANCTIONS FOR CAMPAIGN VIOLATIONS

18. Sanctions

18.1 The CEO shall endeavour to apply sanctions consistently and fairly, with consideration given to the severity of the offence.

18.2 Referendum committees should be made aware at the committee information meeting that any such contravention may result in sanctions.

18.3 The CEO has the discretion to disqualify, censure, confiscate campaign materials, as well as declare invalid referendum results, for any infraction of the policy.

19.3.1 A censure shall describe the infraction and explain why Elections QPIRG-McGill issued the censure.

18.4 The CEO may, at their discretion, provide for other sanctions excluding fines or withholding reimbursement.

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18.5 In the event that during the reimbursement process the CEO discovers serious violations of campaign funding rules made by the winning committee, the referendum results may be invalidated.

18.6 In the case of grave violation(s) of this Referenda Policy, the CEO shall invalidate the referendum. In making their determinations, the CEO may consider whether the violations have adversely affected the outcome of the referendum, whether the violations have compromised the spirit of a fair campaign, the good faith and general conduct of the parties (including the use of intentional and strategic violations of this policy), and the seriousness of the violations.

18.6.1 Invalidation of the referendum results must occur during the semester in which the referendum was held.

VI POLLING, SCRUTINEERING, VOTING & COUNTING

19. Online Voting System

19.1 All voting shall be conducted using Elections SSMU and/or Elections PGSS' Online Voting System (OVS), depending on the student society membership of the student voters.

19.2 In the event that OVS is not operational during part of a polling period, the polling period may be extended the equivalent amount of time that the OVS was not in operation.

19.3 Only the CEO shall have access to the administrative functions of OVS.

19.4 Administrative passwords to OVS must be changed at the beginning of each referendum period.

19.5 The CEO shall upload the official ballot to the OVS in the presence of one member of each referendum committee if requested by either committee.

19.6 The CEO shall send updates via email at the end of every day of the polling period to both "Yes" and "No" committee chairs updating them on the total number of votes cast.

20. Voting

20.1 The opening and closing dates and times for polling must be published in a campus publication no later than twenty-four (24) hours prior to the opening of the polls.

20.2 Polling must remain open for a minimum of three (3) days.

20.4 Results are to be announced by Elections QPIRG-McGill at a pre-established time and place.

20.5 All ballots, referendum questions, and voting instructions shall be available in English and French.

20.5.1. The English version of these instructions shall prevail.

21. Vote Count

21.1 Votes cast through the OVS shall be tabulated by the CEO in the presence of one member of each referendum committee should the committees so desire.

22. Tie Votes

22.1 In the event of a tie, the "No" result shall prevail.

VII FINAL PROVISIONS

23. Announcement of Results

23.1 Upon completion of the ballot counting, the CEO shall announce publicly the official results of the elections, and submit the official results in writing to the Finance & Administrative Coordinator of QPIRG-McGill on the business day following the tabulation of votes.

24. Appeals

24.1 Voters wishing to contest the decisions of the CEO may file an appeal against Elections QPIRG-McGill with the Judicial Board.

24.1.1 Appeals to the Judicial Board shall follow the practice and procedure of the Judicial Board.

24.2 All appeals to the Judicial Board regarding the conduct of a referendum must be made no later than ten (10) days after the written transmission of the official referendum results to the Finance & Administrative Coordinator.

24.2.1 All appeals to the Judicial Board regarding referenda that are made more than ten (10) days after the written transmission of the official referendum results to the Finance & Administrative Coordinator shall be deemed absolutely prescribed and equitably stopped.

24.3 Notwithstanding Judicial Board rules of practice or procedure, all appeals arising from referenda shall be heard in the semester in which they are launched.

24.4 Any case that is not adjudicated during the semester in which it is launched shall be deemed moot.

24.5 Rulings of the Judicial Board do not have the effect of binding judgment until ratified by the Board.

24.6 Every final written decision of the Judicial Board must be presented to the Board by the Judicial Board within two (2) weeks of said decision, accompanied by any preliminary decisions rendered, at the request of either party to the proceedings or as the result of a motion that the Judicial Board heard. As a general rule, decisions of the Judicial Board shall be considered final and shall be ratified by the Board of Directors.

24.7 Notwithstanding the above, the Board of Directors remains the final authority of QPIRG-McGill and may, at its discretion or at the request of a party to the proceedings; receive a written appeal of the final decision if an appeal, complete with all relevant documentation is filed with the Board, no more than seven (7) days after the final written reasons are released by the Judicial Board. Preliminary decisions may be considered in the context of an appeal of the final decision, but may not be appealed independently or before the final decision has been released by the Judicial Board.

24.8 After reviewing the decision in its entirety and considering such an appeal, the Board of Directors may:

24.8.1 ratify the original Judicial Committee decision by a Simple Majority vote;

24.8.2 Send the decision back to the Judicial Board, along with the appeal and the Board of Directors' written rationale, for further consideration by a Simple Majority vote, to which the Judicial Board must issue a response either upholding their original decision or presenting a new decision for consideration by the Board of Directors within twenty-one (21) days; or

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24.8.3 overturn the decision of the Judicial Board by a vote passed by a two-thirds (2/3) majority of the Board if it concludes that the decision of the Judicial Board was manifestly unreasonable or was motivated by discrimination as understood under Section 10 of the Quebec Charter of Human Rights and Freedoms.

24.9 Where the Board of Directors overturns the Judicial Board's decision, such decision will be considered of no further effect and will not be subject to further appeal.