

**COVERSHEET FOR A NEW OR REVISED  
POLICY/PROCEDURE**

Please complete and send with the draft Policy/Procedure/Guidelines documents, as applicable, to [policies@queensu.ca.](mailto:policies@queensu.ca) A separate coversheet is required for each Policy and Procedure.

**1. PROPOSED NAME OF POLICY/PROCEDURE**

Click or tap here to enter text.

New policy/procedure

Replacement/revision to existing policy/procedure

Elimination of existing policy/procedure

**2. RATIONALE FOR NEW POLICY/PROCEDURE, REVISIONS TO EXISTING POLICY/PROCEDURE, OR ELIMINATION OF EXISTING POLICY/PROCEDURE**

What developments, changes, or circumstances indicate that a new policy/procedure, or changes/elimination of an existing policy//procedure is needed? What are the implications of not having the policy/procedure? How would the university and its staff, students, and faculty benefit from such a policy/procedure? (If you are only proposing a procedure and no policy exists to support it, please explain.)

[Type here]

**3. SCOPE OF PROPOSED POLICY/PROCEDURE**

Indicate to which members of the university community the proposed policy/procedure would apply and reference other pertinent policies, legislation, regulations, collective agreements, etc. and their relationship to the policy/procedure.

[Type here]

**4. HUMAN RIGHTS AND ACCESSIBILITY**

If applicable, indicate the implications of the policy/procedure on the university’s obligations under the Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act and its regulations, the Federal Contractors Program, and the university’s human rights and equity-related policies, such as the Employment Equity Policy, Accessibility Policy, and Educational Equity Policy. Consider the impact of the policy/procedure on legislative and policy compliance and achievement of legislative objectives.

[Type here]

**5. EQUITY, DIVERSITY, AND INCLUSION**

a) Indicate how the policy/procedure has taken Queen’s objectives with respect to equity, diversity, and inclusion (EDI) into consideration and how it supports and promotes the university’s initiatives. Consider this beyond compliance and in the context of creating an atmosphere of true equity for the entire Queen’s community.

[Type here]

b) Have you completed the Equity Impact Assessment form as part of your policy/procedure development?

Yes

No

If **no**, please explain:

**6. INDIGENOUS INITIATIVES**

Indicate how the policy/procedure has taken Queen’s objectives with respect to Indigenous initiatives into consideration and how it supports and promotes Queen’s ongoing activities in this area. Policy developers are encouraged to review the final report of the university’s Truth and Reconciliation Task Force and consider how the policy/procedure will move beyond compliance to create an atmosphere of support and allyship.

[Type here]

1. **TERMS AND CONDITIONS OF EMPLOYMENT**

1. Indicate how the policy/procedure will impact the terms and conditions of Employment for Faculty and/or Employees. For example, does the policy/procedure involve a work rule or regulation that may have a disciplinary consequence? How will you ensure the rule is promulgated and communicated? Policy developers should consider whether there are applicable collective agreement obligations that are impacted by the policy/procedure as well as overall requirements to consult and/or notify Unions in advance of issuing the policy/procedure.

[Type here]

1. If there are impacts on Faculty or staff, confirm that you have engaged with the following units to ensure proper consultation regarding applicable collective agreements, notice to bargaining agents, consultation obligations, etc.:

Human Resources

Faculty Relations

**8. CONSULTATION PLAN**

When dealing with complex issues or matters that will have differential impacts on broad groups of community members, a summary of the issues the policy/procedure is designed to address, and a call for broad input, should go out to all relevant partners in advance of submission to PASC.

Consensus across all groups on a new or revised policy/procedure should be achieved before documents are drafted in full. You may wish to review the Secretariat’s document on consultation guidelines for policy development and review for more information on this process.

a) Have you completed the Consultation Plan for New or Revised Policy/Procedure form as part of your policy/procedure development?

Yes

No

If **no**, please explain:

b) Have you achieved broad consensus across all involved groups on the new/revised policy/procedure?

Yes

No

If **no**, please explain:

c) Please provide information on the feedback you received while drafting the policy/procedure and through the first phase of consultation with relevant groups. Was any feedback rejected? If so, why? What do you anticipate the impact of this may be, and how do you intend to manage opposition and implement change if the policy/procedure is approved?

[Type here]

**9. COMMUNICATION AND PARTNER MANAGEMENT PLAN**

a) Indicate how the policy/procedure will be communicated following PASC’s approval to post it for public feedback on the Secretariat website. (Please note that gathering feedback from those who may not have been represented in your earlier consultation work (see point 7) should be your goal. Communicating draft policy can be part of an effective change management plan that builds awareness, understanding, and buy-in, and facilitates implementation. Posting on the Secretariat website merely creates a central location where you draft can be found – it is the policy proponent’s obligation to design and execute an effective communication strategy to drive interested parties to the draft.)

[Type here]

A communications plan related to communications leading up to and following your policy/procedure’s approval may be helpful. If relevant, your plan should include use of the university’s social media channels as well as partnerships with student government and other communities of interest where these groups’ reach will exceed that of the university itself. Note that any policy impacting faculty or staff must be broadly communicated following final approval in order to ensure an appropriate level of awareness and compliance. Please reach out to the Secretariat at [policies@queensu.ca](mailto:policies@queensu.ca) for support.

b) Do you believe a broad communication and partner management plan is required in your case?

Yes

No

If **no**, please explain:

1. If your policy has specific impact on faculty and staff specify the steps you will take to communicate the new/revised policy following approval.

[Type here]

**10. RISK AND FINANCIAL MANAGEMENT**

a) If applicable, what types of losses (i.e., financial, legal, reputational, property damage, etc.) could occur if this policy/procedure is not implemented? How likely is it that these will occur and how significant may they be? Conversely, what opportunities might be missed if this policy/procedure is not enacted?

[Type here]

b) If applicable, indicate resources required to implement the policy/procedure, such as staff, funding, time, space, etc.

[Type here]

**11. APPROVAL PROCESS**

What is the recommended approval body/bodies and the steps required to achieve final approval of the proposed policy/procedure? Please contact the Secretariat at [policies@queenu.ca](mailto:policies@queenu.ca) if you are unsure.

[Type here]

**12. PROCEDURES/GUIDELINES**

Please list required procedures and/or guidelines and attach a completed procedure template, if applicable.

[Type here]

**Responsible Officer** (senior administrator ultimately responsible)**:**

**Date:** Click or tap to enter a date.

**Contact:**

**Please indicate which of the following are included in your submission package in addition to this coversheet.** (See the [Secretariat website](https://www.queensu.ca/secretariat/policies/policy-development) for more information on each.)

Policy template

Procedure template

Guideline template

Equity Impact Assessment

Consultation Plan Template

Please submit your final package to the Secretariat at [policies@queensu.ca](mailto:policies@queensu.ca) .