

Policy

Procedure

College Standard

Standard Operating Procedure

Guideline

Local Practice



Policy Title	Policy No.	
Appeal of Suspension to the Board of Governors	E-1.54	
Executive Responsible	Administrator Responsible	
President	VP Finance & Corporate Services	
Approving Body	Approval Date	Date of Next Review
Board of Governors	November 21, 2025	November 2030
Associated Procedure and Resources		
Appeal of Suspension to the Board of Governors Procedure		
Suspension Appeal Form		

PURPOSE

This policy establishes the process for appealing the President's suspension decision to the Board of Governors, as required under Section 37 of the College and Institute Act. It ensures that appellants are provided with a fair, transparent, and consistent process when exercising their right to appeal.

SCOPE

This policy applies to students and employees who have been suspended by the President. The only grounds for appeal to the Board are:

- a) a flaw in the college's due process or procedures in the determination to suspend, or
- b) new evidence, not available at the time of the President's decision to suspend, that may have affected the decision.

GUIDING PRINCIPLES

1. The College is committed to upholding their legal obligations under section 37 of the *BC College and Institute Act*.
2. Suspension is a serious outcome that may impact the education, employment, and general wellbeing of the individual receiving this sanction. Due to the nature of this decision and the potential impacts on an appellant, appellants deserve a high degree of procedural fairness including unbiased decision-making and the right to be heard.
3. The President and Board of Governors will seek to ensure that the highest standards of procedural fairness are met in appeals of a decision to suspend.

4. Where the suspension of an employee is involved, the applicable provisions of the relevant collective agreement will govern and take precedence over this policy. This policy does not override or replace collective agreement language. In such cases, the procedures connected to this policy may apply only to the extent they do not conflict with the applicable collective agreement.

Definitions and Acronyms		
Appellant	The individual appealing a decision of suspension.	
Procedural Fairness	<p>The principles of procedural fairness ensure the right to be heard, the right to have an impartial, unbiased decision, and the right to have reasons.</p> <ul style="list-style-type: none">• The right to be heard includes providing sufficient notification that allows involved parties to review and respond to a complaint or accusation. Sufficient notification may include information about the complaint or accusation, respective policy and procedures (or where to find them), the possible outcomes or impact of a decision, a time frame, and any relevant contact information.• The right to an impartial, unbiased decision ensures that the procedure is free of conflict of interest.• The right to have reasons requires that decision-makers provide both the decision and the written reasons for that decision.	
Suspension	An involuntary separation of the individual from the College for a specified period of time, indefinitely, or permanently. For students, this may include a failing grade (Fail “F” or Unsuccessful “U”) in all registered courses. Suspension may only be imposed by the President.	
Supporting Information		
Related Policies, Forms, Documents, Websites	<p>Suspension Appeal Form</p> <p>Academic Conduct Policy and Procedure E-1.29</p> <p>Student (Non-Academic) Conduct Policy and Procedure E-1.45</p> <p>Respectful Workplace Policy and Procedure AD-HR-1.10</p> <p>CNC Collective Agreements</p>	
Acts and Regulations	<p>BC College and Institute Act</p>	
Amendment History		
Amendment Number	Approval Date	Summary of Modifications
#0	November 21, 2025	Initial creation and approval of new policy.