



Organizational Update

Statement to members

The Student Association of George Brown College (SA) is releasing details concerning a recent decision by the Board Mediation Committee (BMC) following a formal investigation into allegations of misconduct involving multiple Board members. The BMC is an independent body responsible for upholding accountability and enforcing conduct standards. The BMC is created by By-Law 6, section 8, and operates under the authority of section 8.3 (e) of the SA's Voting Directors Accountability Manual (VDAM). As part of its mandate, the BMC manages formal complaints, conducts fair and thorough investigations, and enforces appropriate disciplinary measures.

In this case, the BMC conducted a comprehensive investigation, including an extensive review of documents, statements from all involved parties, and other relevant evidence. The BMC ultimately validated claims of improper and unauthorized activities, breaches of non-reprisal policies, and conduct inconsistent with the SA's Code of Conduct. In determining the severity of the disciplinary actions, the BMC considered various aggravating factors, including the persistence of the misconduct, past validated disciplinary history, and the impact of the violations on the SA's professional environment and operations.

Based on these findings and the severity of the misconduct, the BMC imposed the following suspensions without pay for the three Executive Board Members:

- **Ayush Dara, Director of Communications & Internal** – Suspended without pay until December 31, 2024.
- **Erubey Lechuga Molina, Director of Operations** – Suspended without pay until December 31, 2024.
- **Muhammad Usman, Director of Education & Equity** – Suspended without pay until April 30, 2025.

In addition to the three suspended members, six additional respondents were found to have failed in their duty to cooperate with the investigation. The BMC has imposed lesser penalties on these six members, including formal warning letters and one day suspensions without pay.

The Student Association remains committed to transparency, integrity, and accountability in all operations, underscoring that the BMC plays a fundamental role in upholding these values across the organization and ensuring that all members act within the SA's established codes of conduct and policies.

Due to the confidential nature of the provisions of these policies, no further details can be released at this time.