



# fauw

Faculty Association of  
the University of Waterloo

## Solidarity and Compassionate Funds Policy

### Solidarity Funds

Each fiscal year, FAUW budgets \$10,000 for Academic Freedom and Solidarity Funds.

Upon notice of a Faculty Association being on strike in Canada, the Executive Manager will send \$1,000 in solidarity.

- a) If the labour action extends beyond 10 calendar days, the Executive Manager will send a second solidarity payment of \$1,000.
- b) If the labour action extends beyond 14 calendar days, subsequent payments will be decided by the Board of Directors.

Upon notice of another labour organization (not faculty-related) being on strike, solidarity payments will be determined by the Board of Directors.

In reaching its determination, the FAUW Board will consider whether:

- 1) The organization is closely aligned with FAUW's mission and values.
- 2) There is a specific connection to higher education or research.
- 3) The organization is consistent with the priorities and values of FAUW. These include collegial governance, academic freedom, scholarship and research, labor and association rights, equity, indigenization, and environmental protection.

The remainder of the \$10,000 budget at the end of the fiscal year will be donated to CAUT's Academic Freedom Fund.

### Compassionate Funds

Each fiscal year, FAUW budgets \$500 for Compassionate Funds.

Upon notice of a deceased colleague, the Executive Manager will donate \$100 in their memory on behalf of FAUW.



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*Draft November 2025*

*Approved by FAUW Board January 29, 2026*

## Policy Version Control

Approval Date	Summary of Changes	Approving Body
January 29, 2026	<p>Broader ‘Solidarity’ framing; explicitly includes non-faculty labour actions</p> <p>Budgets now fixed, explicit annual caps</p> <p>Added timeline and escalation</p> <p>Sponsorships no longer included</p> <p>Year-end remainder now tied to Solidarity budget</p>	FAUW Board of Directors
November 2025	New Policy	FAUW Board of Directors