

**From:** Mark Mercer <[Mark.Mercer@smu.ca](mailto:Mark.Mercer@smu.ca)>  
**Sent:** Sunday, August 9, 2015 5:07 PM  
**To:** Kelly Wiley  
**Subject:** code of conduct

Dear Ms Wiley,

According to the Globe and Mail, "Kelly Wiley says the comments [by Rick Coupland, on Facebook] were a 'breach' of the school's code of conduct." Can you direct me to St. Lawrence's code of conduct for professors? (A link would be helpful.) What provision of the code did Coupland's posting breach?

Thank you for your help.

Mark Mercer  
Department of Philosophy  
Saint Mary's University

Mon 10/08/2015 10:43 AM

Mr. Mercer, I am responding to your email on behalf of Ms Wiley as she is away.

The media story that you have mentioned chose to reference a code of conduct. We stated to this media that we have several policies and the Human Rights Code which were considered in our investigation and final outcome of this matter. As we have stated previously, we will not be discussing this confidential employee matter any further.

### **Gary Earles**

**Executive Director, Human Resources & Organizational Development**

St. Lawrence College ~ Kingston | Brockville | Cornwall

☎ Tel: 613-544-5400 x1836 | Cell: 613-331-5233

✉ email: [gearles@sl.on.ca](mailto:gearles@sl.on.ca)

