



Faculty of Arts & Science

CONFIDENTIAL

Tuesday, October 12, 2021

Dr. Paul Viminitz
Assistant Professor, Department of Philosophy

Dear Dr. Viminitz,

I am writing to inform you that I have reasonable cause to believe that a situation exists that may lead to disciplinary action against you in the form of a Letter of Reprimand, as per Article 24.07. An allegation was brought to my attention by a student that you used a racial slur in the classroom, causing student harm. The same individual also brought the concern the Associate Vice-President (Students), who informed me that the complainant may also wish to file a formal complaint through the Harassment and Discrimination Policy. The student, who had initially wished to remain anonymous, suggested that anyone in the class that day, including you, would confirm the incident.

Specifically, the allegation is that, during a Philosophy 2001 lecture on September 28, 2021, in the context of a comparative analysis of how Black people were treated in the 1920's compared to the present, you then referred to Black people using the N-word. The student indicates that you acted as if this were not inappropriate, that you were surprised by the resulting silence, and that you looked at the only Black student in the room, resulting in that student feeling uncomfortable, embarrassed and disempowered. Article 11.03 indicates that "there shall be no unfair or irrelevant discrimination" and that "Members shall execute their duties in a manner consistent with reasonable, professional expectations".

I feel that I need to meet with you regardless of whether the student follows through with a Harassment and Discrimination complaint, which should be known by the time we meet. To avoid delay and considering that there is a course underway, I am going to schedule our meeting now. You will be provided with further information if a H&D complaint is filed. At our meeting, you will have the ample opportunity to respond to the allegations. I remind you of the very recent Letter of Warning on file in relation to a violation of the same Article and which was the result of unprofessional behaviour toward a student on September 10, 2021, as well as your two unrelated Letters of Reprimand.

I request that you meet with me to discuss the matter within 10 working days. I remind you of your right to accompaniment in this meeting, as per Article 11.02.6(c).

Sincerely,

Matthew G. Letts, Ph.D.
Professor and Dean