

Dear students, faculty, and staff:

Over the past two months, an independent investigator has reviewed complaints from students alleging discriminatory conduct, stemming from blog posts and student interactions. The review process followed the policy and procedures of Mount Allison's Racism and Racial Harassment Policy and associated protocols for reviewing and resolving complaints of this nature. This update to the University community signals the completion of the investigation process.

The University has reviewed the report in which the investigator has made significant findings requiring action. Our policies require that when a decision is to be rendered, the University must inform the parties involved of the decision, as well as the action taken. A decision was rendered yesterday and has been communicated to the Respondent and the Mount Allison Faculty Association. The Complainants have also been advised of the investigator's findings pertaining to their respective complaint.

The University supports the investigator's recommendation of equity, diversity, and inclusion training for the Respondent, and has offered to pay the costs of such training. The Respondent will not be teaching this coming fall term.

The University's decision in this matter falls within its rights under the terms of the collective agreement with the Mount Allison Faculty Association. As further processes under the Collective Agreement may yet unfold, the University will not provide further specifics of its decision.

Discrimination of any kind is not tolerated at Mount Allison. Students, faculty, and staff deserve to have a safe place to learn and work, and should not have to avoid any class, activity or person because of their race, gender identity or gender expression. Similarly, the University has an obligation to provide a mechanism for complaints and students need to feel confident that they can have their concerns addressed, without fear of retaliation. The goal of the University's decision yesterday was to reinforce these principles.

The policy and procedures established by the University have enabled a thorough and objective review; one that has attempted to balance the need for transparency while respecting the privacy of all parties concerned.

Sincerely,

Robert Hiscock

Robert Hiscock
Director, Marketing and Communications
Mount Allison University