

October 28, 2021

Dr Daniel Page
Department of Computer Science
University of Regina

Re: Letter of Expectation

Dear Daniel,

Further to our constructive meeting this afternoon, this letter outlines and clarifies the expectations around the items we discussed.

As you are aware, a complaint has been raised with me from within the undergraduate student body regarding a social media post you made on LinkedIn in response to the news that the University of Regina unveiled its Progress Pride Flag and two new scholarships. Your post and your comments in the social media discussion that ensued have created the impression in the minds of our students and other stakeholders that members of the LGBTQ2IA+ community are not welcomed in your classrooms or, by extension, the University of Regina.

The University launched its Respect in the Workplace program, UR Respect, on October 29, 2018, which aims to prevent bullying, abuse, harassment, and discrimination. As well, on March 21, 2019, the University launched its anti-discrimination campaign, “You Belong Here. Racism Doesn’t.”, which reinforces the University’s commitment to being a welcoming institution for all. The LinkedIn activity that was reported is not consistent with either of these initiatives.

During the meeting, I reminded you that you are a member of the University community, and as such, your conduct must demonstrate fairness, inclusiveness, and respect. Further, as an academic staff member, it is important to understand how your conduct reflects on the University as a whole. I also mentioned that even when we make social media posts that we believe to be made as individuals rather than as representatives of the University, readers of these posts (such as students) do not always make that distinction. I encourage you to keep this in mind when engaging with social media. Deleting the post that prompted this complaint, which you suggested in an email that you would be willing to do, would be a positive concrete action to remedy the concern.

Moving forward, it is my expectation that you will participate in and support the above-mentioned initiatives, and that you will also conduct yourself in all activities in a manner that promotes compliance with the Code of Conduct (GOV-022-005) and Respectful University (GOV-100-015) policies. To support you in successfully meeting these expectations, I ask that you complete online Respect in the Workplace training. At your earliest convenience, please contact the Respectful University Services Coordinator Kayla Stefan (Kayla.Stefan@uregina.ca) for log-in information for the training program. I ask that you complete these tasks no later than November 30, 2021, and confirm with me via e-mail that you have done so.

I am confident that you will take the necessary steps to fulfill the expectations outlined above. If you have any questions or require further support, please feel free to contact your Department Head or me.

Thank you.

Sincerely,

A handwritten signature in blue ink, appearing to read "Doug Farenick". The signature is fluid and cursive, with a large initial "D" and "F".

Douglas Farenick
Dean, Faculty of Science