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President's Office

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E president@smu.ca

March 5, 2021

Via Email (mark.mercer@smu.ca)

Dr. Mark Mercer
1801 Chestnut St.
Halifax, NS B3H-3T7

Dear Dr. Mercer:

Re: Notice - Disciplinary Process Discontinued

I acknowledge your correspondence of March 3rd (attached below) in which you expressed regret for your use of the "n-word" in emails of October 23 and 30 to administrators and others at Saint Mary's University, the University of Ottawa, the University of Windsor and the University of Montreal. I will convey your expression of regret to these colleagues.

In accordance with the agreement between the Saint Mary's University Faculty Union, Saint Mary's University and yourself, I am discontinuing disciplinary procedures under Article 20.2.10 of the Collective Agreement that had been commenced regarding your emails of October 23 and 30.

In acknowledging your expression of regret and discontinuing the process under Article 20, my view remains that your emails of October 23 and 30 were not consistent with the Saint Mary's University *Policy on Conflict Resolution and the Prevention and Resolution of Harassment and Discrimination*, including your obligations under that policy to contribute to a respectful environment for work and study and to help create an environment that is free from harassment and discrimination. I ask that you be mindful of this for the future.

Yours very truly,

Robert Summerby-Murray, Ph.D.
President and Vice-Chancellor
Saint Mary's University

- c. Dr. Malcolm Butler, Vice-President, Academic and Research
Dr. Madine Vanderplaat, Acting Dean of Arts
_____, Chair, Department of Philosophy
_____, President, Saint Mary's University Faculty Union
_____, Senior Director of Human Resources
Carol Crosson, legal counsel to Dr. Mark Mercer



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Email of 3 March 2021, 4:06pm

Dear Robert,

On 23 October and 30 I sent an email to you which included administrators and others at Saint Mary's University, the University of Ottawa, the University of Windsor and the University of Montréal, in which I mentioned the "n-word" in defending Verushka Lieutenant-Duval.

I have learned that my mention of that word upset some recipients. I write to express my regret that my message had that effect. It was not my intention that it do so.

All the best,

Mark

Mark Mercer
Professor of Philosophy