

November 27, 2020

Via Registered Mail and Email (mark.mercer@smu.ca)

Dr. Mark Mercer
6593, rue Jeanne-Mance
Montreal, QC H2V 4L1

Dear Dr. Mercer:

Re: Notice of Disciplinary Meeting

This letter supersedes a letter dated Friday, November 6, 2020, which was transmitted to you via email as well as registered mail. You advised that you were not able to attend a disciplinary meeting scheduled to take place in person on Monday, November 23, 2020.

Contents of original letter:

Upon the recommendation of the Vice-President Academic and Research, and as per Article 20.2.10 of the Collective Agreement, I am initiating disciplinary procedures and convening a disciplinary meeting.

This relates to a correspondence you sent via email to myself and others on Friday, October 23, 2020 (the "letter"). In that letter you repeatedly used and spelled out the racial slur "n----r". You chose to distribute that letter widely and in addition to sending it to myself, the Vice-President Academic and Research and numerous Deans, you also sent to the Senior Director of Human Resources, the Conflict Resolution Advisor and the Diversity and Inclusion Advisor, as well as to numerous individuals at the University of Ottawa. We understand that on Friday, October 30, 2020 you forwarded that letter to one or more individuals at the University of Windsor.

The University alleges that through this correspondence and your distribution of this correspondence that you have breached the:

- *Policy on Conflict Resolution and the Prevention and Resolution of Harassment and Discrimination*, including your obligations to contribute to a respectful environment for work and study and to help create an environment that is free from harassment and discrimination.
- *University Email Procedures and Guidelines*, s. 12;
- *Policy on Information Technology*, s. 8;
- *The Saint Mary's Declaration of Respect*, including the responsibility to respect the rights of others in the University community and to nurture a climate of respect;
- *privacy concerns regarding disclosing information regarding student complaints and naming the faculty member*

Details of a virtual meeting:

A virtual meeting has been scheduled to take place on Monday, December 7th, at 12:00 p.m. This meeting will take place via Zoom platform, and you will receive a calendar request.

Attending the meeting besides myself will be Dr. Malcolm Butler, Vice-President Academic and Research, Dr. Madine Vanderplaat, Acting Dean of Arts, Dr. Scott Edgar, Chair, Department of Philosophy, as well as Legal Counsel to the University. A Representative from SMUFU will be present and if you wish, you are entitled under Article 20.2.10 to have a representative present at the meeting.

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
Acting Dean of Arts
Department of Philosophy
President, Saint Mary's University Faculty Union