

Disciplinary Action against Me by My University

Document 4: Relevant Policies and Guidelines at Saint Mary's University

From Robert Summerby-Murray's letter summoning me to a disciplinary meeting:

"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"

Policy on Conflict Resolution and the Prevention and Resolution of Harassment and Discrimination

<https://smu.ca/webfiles/6-2013ConflictResolutionHarassmentDiscrimination.pdf>

"It is the responsibility of all members of the University community to contribute to a respectful environment for work and study." P. 3

"II. THE POLICY" gives one of the policy's objectives as: "4. To provide relevant education and awareness on conflict resolution and human rights legislation." P. 3

"IV. EDUCATION AND PREVENTION PROGRAM" repeats objective 4 in different language. P. 5

"X. RIGHTS AND RESPONSIBILITIES General Responsibilities Each member of the University community is responsible for helping to create an environment that is free of harassment and discrimination. Any individual who believes they have been subjected to harassment and/or discrimination should take direct action. Where appropriate, this can mean confronting the person initiating the harassment and expressing disapproval; or, consulting with the Conflict Resolution Advisor and/or appropriate faculty or administrative officer as soon as possible." P. 13

"Protection of Freedom of Speech This policy is not to be applied in such a way as to detract from the right of faculty, staff and students to engage in the frank discussion of potentially controversial matters. This policy is not intended to limit or prohibit debate, instructional techniques, or the assignment of readings that advocate controversial positions, provided that discussion and instruction are conducted in a mutually respectful and non-coercive manner. This policy also recognizes the right to teach according to one's best judgment, within the bounds of the course calendar description and requirements of competency." P. 15

“XIII. APPEALS In the case of unionized faculty and staff, the right to grievance and arbitration will serve as the appeal process. Nothing in the policy shall be construed as removing any rights of appeal or rights to grieve which members of the University community have independent of the Policy.” P. 16

University Email Procedures and Guidelines s. 12

https://smu.ca/webfiles/2-2001_EmailGuidelines.pdf

12. Acceptable Use

Policies and regulations that apply to other forms of communications at the University also apply to electronic mail...

In addition, the following specific actions and uses of University email facilities are improper:

[Six items removed.]

Use of email to harass or threaten other individuals.

Use of email that degrades or demeans other individuals.

Email users must also adhere to the University’s Policy on Information Technology

Policy on Information Technology s. 8

<https://smu.ca/webfiles/2-2004ITPolicy.pdf>

“8. Abuse It is contrary to University Policies to interfere with or disrupt network users, services or equipment. This includes, but is not limited to: General: [Six bullet points removed] • Using the services in a malicious, threatening, or obscene manner; or to harass others. [Bullet point removed.]

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

<https://smu.ca/webfiles/DeclarationofRespect.pdf>