

May 13, 2021

CONFIDENTIAL

Delivered by email fwiddowson@mtroyal.ca

Dr. Frances Widdowson
Department of Economics, Justice and Policy Studies
Faculty of Arts
Mount Royal University

Dear Dr. Widdowson:

Further to our meeting on April 30, 2021, concerning the allegations of personal harassment against you, the fair and thorough process, as laid out in Article 25.10 of the Collective Agreement between the Mount Royal Faculty Association and The Board of Governors of Mount Royal University (the "Collective Agreement") has been completed.

The pertinent details of the incidents from which the allegations of personal harassment arose are contained in the evidence I received and reviewed:

1. Notifications of the complaints sent to you on November 16, 2020, and December 11, 2020, from the Associate Vice-President Human Resources (AVP, HR),
2. Notifications of the conclusion and outcome of the investigation sent to you on February 5, 2021, and February 23, 2021 sent to you by the AVP, HR,
3. The investigation reports written by external investigators Jennifer Hawkins and Nadja Rence, and
4. Your written response to the investigation report that was emailed to Dean Pettit on April 16, 2021.

Based on a fair and complete review of the evidence referenced above, I concur with the findings of the investigators and conclude that on a balance of probabilities, some of the allegations of the Complainant were substantiated and that you have breached Mount Royal University's Personal Harassment Policy, the Code of Conduct – Employees Policy, the Human Rights Policy and that some of the evidence presented constituted Discrimination under Alberta's Human Rights Act and Harassment under Alberta's Occupational Health and Safety Act.

The findings of harassment and discrimination against a colleague(s) is a very serious matter. Under the Personal Harassment Policy, all members of the Mount Royal community have a responsibility to ensure that the learning and work environment is free from Personal Harassment. The Guiding Principles for employees in the Code of Conduct - Employees identifies the responsibility of employees to cultivate an equitable, diverse and inclusive environment, free from discrimination, harassment and violence; the Human Rights Policy, Alberta Human Rights Act and Alberta's Occupational Health and Safety Act also identify that it is the responsibility of employees to foster an environment that is free from harassment and discrimination.

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The allegations against you that have been substantiated demonstrate that you have violated these policies and legislation specifically in the areas of harassment and discrimination. It is clear from your own written response that you do not agree with the findings and have no remorse for your behavior and actions.

Therefore, in accordance with Article 25.6.1 and Article 25.8.1 of the Collective Agreement, I hereby impose a Suspension Without Pay as a formal disciplinary measure.

The suspension commences on May 17, 2021, and continues until end of business on May 28, 2021. All of your normal on campus and work activities are suspended during this period.

Furthermore, this disciplinary action carries the following requirements:

- You will refrain from posting to social media, including Twitter, commentary directed at individuals of the MRU community, including the use of pseudonyms.
- You will be respectful in meetings or workshops where other MRU employees are in attendance and will refrain from repeating the type of commentary identified in the Tweets presented in the investigation as harassing in nature.
- In the course of carrying out your responsibilities in your role you will act with care and diligence and perform duties fairly and in good faith.
- You will attend a Respect in the Workplace Program followed by an Anti-discrimination workshop to be identified by the Department of Human Resources, the sessions will commence in the fall of 2021 upon conclusion of the normal faculty vacation period.

Any further occurrences of misconduct or breaches of Mount Royal policy including the Personal Harassment Policy, the Code of Conduct - Employees and the Human Rights Policy, may result in termination.

As indicated in Article 25.10.11, this Disciplinary Letter, a summary of the investigative report and your responses will be kept in your Personnel File in Human Resources for four years, after which they will be removed and destroyed, provided that no subsequent allegation of similar misconduct has been confirmed or is under investigation.

Sincerely,



Elizabeth Evans, Ph.D.
Interim Provost and Vice-President, Academic

cc: Jennifer Pettit, Dean, Faculty of Arts
Lee Easton, President, Mount Royal Faculty Association
Department of Human Resources Personnel File