

November 22, 2016

Dr. G. Kachanoski
President
Memorial University

Dear Dr. Kachanoski,

I am writing to express MUNFA's dismay over the resignation of Ms. Brittany Lennox, the MUNSU student representative on the Board of Regents. According to Ms. Lennox's resignation letter, she experienced bullying, belittlement, harassment, and intimidating behavior from other Board of Regents members and described the Board environment as toxic. We urge that an investigation be initiated immediately, in keeping with the expressed purpose of Memorial's Respectful Workplace Policy:

To support a climate of respect in the workplace where individuals or groups of individuals are free from harassment and discrimination; to promote awareness and create an understanding of what is considered harassment; to provide a mechanism to have harassment concerns and complaints addressed and eliminated from the workplace and learning environment; and to respond to Memorial University's responsibility under the Newfoundland and Labrador *Human Rights Act, SNL 2010*

While neither Ms. Lennox, nor most of MUN's Regents, are employees of the University, we believe the issues raised are covered under the policy's provision for "Non-University Persons":

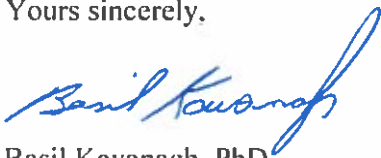
Non-University Person - includes but is not limited to volunteers, contractors and their employees and agents, vendors of goods and services and their employees and agents, visitors to the University.

We are deeply concerned by Ms. Lennox's claims and by the response from Board Chairperson Ms. Iris Petten in various media outlets and the *MUN Gazette*. The comments that have been attributed to Ms. Petten trivialize and dismiss the serious issues raised by Ms. Lennox in her resignation letter, rather than treating them with the serious consideration they merit. The entire situation warrants an immediate impartial investigation.

It is your obligation to initiate a Respectful Workplace Investigation immediately.

Thank you for your attention to this matter.

Yours sincerely,



Basil Kavanagh, PhD
President MUNFA

c: Memorial University Board of Regents Members
Dr. N. Golfman, Vice-President (Academic)
MUNSU