



Office of the Vice-President (Administration, Finance and Advancement)

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January 13, 2025

“WITHOUT PREJUDICE”

Dr. Ash Hossain
MUNFA President
By email: munfa@mun.ca

Dear Dr. Hossain:

RE: Security Incident in the Alexander Murray Building

Thank you for the opportunity to address the concerns noted in your correspondence dated January 6, 2025. There appears to be some misunderstandings about the incident which I shall address. Upon receiving a complaint, Campus Enforcement and Patrol (CEP) immediately commenced an investigation and engaged the Royal Newfoundland Constabulary (RNC). The investigation included meeting with the complainant and interviewing the person who allegedly uttered threats. While the investigation was ongoing CEP provided dedicated officers in and around the Department of Earth Sciences.

The outcome of both the RNC and parallel CEP investigation was that no credible threat was identified. Once this was determined, the Interim Dean, Faculty of Science, provided notice to staff and faculty on December 6, 2024. We can appreciate that the details of the notification may not have answered all questions from faculty and staff; however, the messaging had to balance the privacy rights of the individual involved. The main point of the messaging was that a risk assessment had been completed and the matter was resolved. Faculty, staff and students who were aware or involved in the incident were provided with information to avail of supports or services if they wished to do so.

A subsequent meeting was scheduled by the Interim Dean on the afternoon of December 12, 2024 with Mr. Hubert Marrie, Manager, Protective Services, to reiterate to faculty and staff that no credible threat was identified through the investigations. There appears to be some confusion regarding the issuance of panic buttons. We can confirm that there were

no requests received for panic buttons nor were panic buttons issued to staff resulting from this incident. Furthermore, CEP did not provide advice for staff or faculty to lock doors.

We submit that we have complied with the terms of the collective agreement. All allegations regarding potential threats to the health and safety of our employees are taken very seriously with appropriate steps implemented to assess such allegations in an expeditious manner.

For employees who may feel unsafe in their workplace, they should call the [Campus Enforcement and Patrol](#) (CEP) Office at (709) 864-4100 and an immediate response will be activated.

Emergency situations include: concern for immediate safety - experiencing or witnessing behaviour that is violent, destructive, harmful, aggressive or threatening to self or others.

CEP is available 24 hours a day, 365 days a year to help provide a safe and secure working environment. All incidents and/or accidents on campus involving actual or potential danger to life or property should be communicated immediately to 911 and CEP at (709) 864-4100.

Regarding your comments about the re-organization of the Office of the Chief Risk Officer, CEP officers continue to report up through the Director of Protective Services, Joe Browne, as they have prior to the re-organization. That Director is currently reporting directly to me.

Sincerely,



Lisa Browne
Vice-President (Administration, Finance and Advancement)

- c. Dr. T. Fridgen, Interim Dean, Faculty of Science
- Dr. D. Peters, Interim Associate Vice-President (Academic)
- Mr. J. Browne, Director, Protective Services
- Mr. G. Williams, Director, Office of Faculty Relations