



August 17, 2015

Via Email

Professor Morteza Shirkhazadeh
Department of Mechanical & Materials Engineering
Queen's University
Kingston, ON K7L 3N6

INITIATIVE CAMPAIGN

OFFICE OF THE PROVOST
AND VICE-PRINCIPAL (ACADEMIC)

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Dear Professor Shirkhazadeh:

On August 1, 2014, I wrote to you to notify you of the tentative results of the investigation I had initiated to determine whether you had engaged in harassment.

For the record, until the sending of this letter, I have not rendered a decision with regard to the matter of the imposition of discipline in connection with the investigation because of a without prejudice settlement, agreed by Queen's University, QUFA, and you, that served to address this investigation. I now of course must render a decision regarding discipline, given that the University has declared the settlement null and void, as it was legally entitled to under conditions that ultimately arose.

In connection with this matter, Leslie Jermyn recently forwarded to Dan Bradshaw letters from her to him dated August 21 and 26, 2014. Both were submissions in accordance with Article 20.3.7 of the Collective Agreement. You then provided Mr. Bradshaw with further written submissions in accordance with Article 20.3.7, but elected not to attend a meeting with me to which you were invited to make oral submissions as per Article 20.3.7 of the Collective Agreement.

The result of my investigation is the imposition of a three (3) day suspension without pay. This suspension should be served on August 18, 19 and 20, 2015. Please do not attend to work or otherwise perform work on those dates.

When imposing this discipline, I took account of the following:

1. An investigation was initiated by me in April 2014, and the report of the investigation was completed in July 2014.
2. The University retained a professional investigator, Mr. Cory Boyd to conduct the investigation.
3. You were given full opportunity to respond to allegations provided to you in connection with this investigation.

4. The investigator found that your "behaviour meets the definition of harassment found in Queen's policies, the collective agreement or statute".
5. You currently have on your Official File, a one day suspension with pay, imposed by me on July 4, 2014.
6. Given your previous suspension with pay, and given the significant and ongoing nature of harassment that this investigation finds you to have engaged in, the imposition of a three (3) day suspension without pay is just and appropriate.

Please be advised that, in the event of any repetition of harassing behaviour, insubordination, or other unsatisfactory conduct, the likely consequence will be the imposition of further disciplinary measures, up to and including dismissal.

Yours sincerely



Alan Harrison

Copy: Kim Woodhouse, Dean, Faculty of Engineering and Applied Science
Dan Bradshaw, Associate Vice-Principal (Faculty Relations)
Leslie Jermyn, Executive Director, QUFA
Official File