

Sent via email to: shirkhan@queensu.ca

June 29, 2016

Personal and Confidential

Dr. Morteza Shirkhazadeh
Department of Mechanical and Materials Engineering
Queen's University

Dear Dr. Shirkhazadeh:

I am writing in confidence regarding the investigation into allegations of insubordination against you that I initiated. The investigation is now closed. Having reviewed the report of the investigator into the allegations, and having considered your written submission with respect to the tentative results, I have concluded that a disciplinary measure will be imposed because there is cause. I agree with the finding in the report that you engaged in two acts of insubordination.

Article 20.1.2 of the Collective Agreement provides, "discipline shall be progressive with the aim of being corrective; the appropriateness of any disciplinary measure rests on both the cause and any relevant prior imposition of discipline".

Article 20.2.6 is also relevant. It provides as follows: "Suspension means relieving a Member of all University duties and some or all of the Member's University privileges for cause without her or his consent."

Having concluded that there is cause for discipline, I turn to a consideration of penalty. I note that you were issued a written reprimand on June 3, 2014, for failure to comply with a direction to remove unsubstantiated allegations from the Little Office of Research Integrity ("LORI") website, and a one (1) day suspension, with pay, on July 4, 2014, for continued failure to comply with a direction to remove unsubstantiated allegations from the LORI website. As well, you were issued a three

(3) day suspension, without pay, on August 17, 2015, as a result of harassment that was substantiated following an investigation. In light of your prior discipline, and the acts of insubordination that were substantiated in the recent investigation, I have decided to suspend you without pay for a period of one (1) month, specifically, July 1 to 31, 2016. Please do not attend work or perform duties. Your email privileges will also be suspended during this period. If your performance or behaviour should attract the imposition of further disciplinary measures, you are at risk of dismissal.

Yours sincerely



Teri Shearer
Deputy Provost

cc: Dan McKeown, Interim Associate Vice-Principal (Faculty Relations)
Leslie Jermyn, Queen's University Faculty Association
Official file