



**UNIVERSITY OF TORONTO EDUCATION WORKERS**  
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Executive Committee 11 October 2018

Chair:  
Jessica Taylor

Rhonda Lenton  
President of York University

Secretary-Treasurer:  
Amy Conwell

Vice Chair, Unit 1:  
Jeremy Rothschild

Re: Drop Code of Conduct Complaints Against Student Activists

Vice Chair, Unit 3:  
Kristin Cavoukian

Dear Rhonda Lenton:

Vice Chair, Unit 5:  
Glenna Kramer

We write to express our alarm at your administration's attempt to retaliate against union members and students who have engaged in critique and activism on campus. Specifically, you have targeted those who most vocally attempted to pressure the administration to return to the bargaining table and end the strike. This activity is not only an exercise of their guaranteed freedoms of expression and assembly, but also represents a fundamental tenet of academic freedom: the freedom to criticize the university itself. Regardless of your opinion on the appropriateness of their critique, threatening the academic careers of these students and staff for non-academic conduct is unacceptable.

Vice Chair, Colleges:  
Merlin Charles

Communications/  
Recording Secretary:  
Kristen Allen

Internal Liaison Officer:  
Hamish Russell

We feel that your Code of Conduct process exhibits considerable bias, with senior administration members responsible for filing complaints, hand-picking tribunal members, and even for hearing appeals. Students have been denied legal representation in these hearings. Moreover, the fact that the university can overrule the tribunal's findings in favour of students and arbitrarily assign sanctions offends even the most liberal understanding of due process. While we strongly condemn any retaliation against these members of the university community, we especially take issue with the patently unfair Code of Conduct system.

External Liaison Officer:  
Mahdi Zamani

Grievance Officer:  
Jamie Ashby

Your administration prolonged a five-month strike by refusing to bargain seriously with CUPE 3903. With interest arbitration now underway to arrive at a new collective agreement, York University should be rebuilding fractured trust instead of further undermining the relationship between the administration and students and academic staff. We urge you to drop the Code of Conduct complaints and return to the core mission of the university: academic excellence and high-quality public post-secondary education.

Sincerely,  
CUPE Local 3902 Executive Board

c.c. **Lucy Fromowitz**, Vice-Provost, Students, **Carol McAulay** Vice President, Finance and Administration, **Debbie L. Hansen**, Executive Director, Community Support and Services