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MEMORANDUM OF SETTLEMENT

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between

The Association of Professors of the University of Ottawa

Association

and

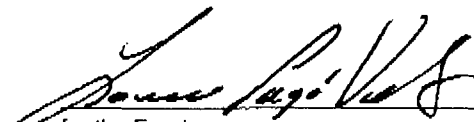
The University of Ottawa

Employer

**Regarding a grievance filed by Prof. Denis Rancourt on 11 October 2005,  
and assumed by the Association, with respect to Dean Detellier's actions of 21 September 2005  
(In-class intervention and temporary suspension of a course)  
and the subsequent handling of the situation**

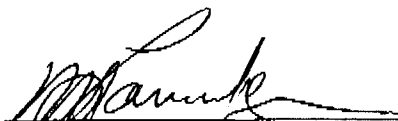
The above-noted grievance is hereby settled on the following agreed terms.

1. The employer and Association recognize that intervention by the employer or any of its representatives in a classroom is a serious matter that should only occur in exceptional circumstances.
2. In the circumstances, other less drastic options could have been used.
3. The employer regrets this situation.

  
for the Employer

Signed on

Nov. 7, 2007

  
for the Association

Signed on

Nov 6, 2007