

November 22, 2009

Louise Pagé-Valin  
Associate Vice-President  
Human Resources Services  
University of Ottawa  
Tabaret Hall  
550 Cumberland Street

(Via email of signed PDF letter)

**Re: Grievance G-25 (my code) – covert surveillance of a professor and of students.**

Dear Mrs. Pagé-Valin:

As you know, I have on several occasions asked in writing that the University address my concerns about the University practicing covert surveillance of me and covert gathering of information about me and my activities both on and off the campus of the University of Ottawa.

In every case, the University has never acknowledged my concern or my communications about this matter, despite my repeated requests that my communications be acknowledged.

On November 3, 2009, a courier package was delivered to my home from the Information and Privacy Commissioner (IPC) of Ontario. This package contained the University of Ottawa representations to the IPC concerning three of my appeals with the IPC to obtain my personal information from the University of Ottawa pursuant to the *Freedom of Information and Protection of Privacy Act* (FIPPA). The University submissions were severed following the IPC's confidentiality criteria on sharing representations.

The University representations, including supporting documents, establish that the University collected information about me and about several CUPE members (students) collected and provided to it by undergraduate student Maureen Robinson (Faculty of Science, and Fulcrum student newspaper staff) in the period 2006 to 2008. The representations further show that Ms. Robinson was hired by Legal Counsel of the University to act as an "agent of Legal Counsel" in performing these tasks.

I grieve the University's extended, broad, and deliberate covert surveillance of me and of CUPE members which presumably had associations with me. These University actions were in violation of civil rights and liberties in Canada, of my academic freedom, of the provisions of the UNESCO *Recommendation Concerning the Status of Higher-Education Teaching Personnel* adopted by Canada, of sections 10 (Professional Ethics) and 39.1.2 (Guidelines for investigative proceedings) of the Collective Agreement, and of other sections of the Collective Agreement as they apply.

I seek justice and redress. The University and the University officers involved (Michelle Flaherty, Legal Counsel; Pamela Harrod/Nathalie Des Rosiers, Secretary/VP-Governance; André E. Lalonde, Dean of the Faculty of Science; Robert Major, VP-Academic; and others) should publicly recognize that their actions were wrong and harmful to society. The University should provide me with full disclosure of all records in this matter. The University administration should adopt a policy that bans all University covert surveillance of university staff and students.

I seek monetary reparation in an amount deemed to be just by an independent arbitrator.

Please acknowledge receipt of the present grievance.

Sincerely,

A handwritten signature in black ink that reads "Denis Rancourt". The signature is written in a cursive style with a long, sweeping horizontal line extending to the right from the end of the name.

Denis Rancourt  
(Former Professor)

cc: made public