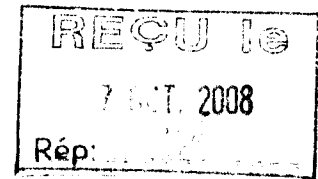


October 7, 2008

Louise Pagé-Valin  
Associate Vice-President  
Human Resources Services  
University of Ottawa  
Tabaret Hall  
550 Cumberland Street  
(delivered by hand)



**Re: Grievance G-19 (my code) – EBOG UofOWatch decision.**

Dear Mrs. Pagé-Valin:

This is to grieve the September 11<sup>th</sup> decision of the Executive Committee of the Board of Governors (EBOG) regarding my UofOWatch.blogspot.com blog.

The Dean admitted in writing that if my articles had not been critical of the University, then I would not have been punished. This is a blatant violation of academic freedom. It also represents undue interference with my work.

In addition, in an email to Secretary of the University Pamela Harrod dated September 28, 2008, I expressed concerns about significant procedural anomalies in the EBOG's September 11<sup>th</sup> decision. I have not yet received a response. I ask that you immediately provide written clarifications regarding my concerns expressed in my September 28, 2008, email to Pamela Harrod and immediately provide a copy of the (appropriately severed) minutes of the September 11<sup>th</sup> EBOG meeting, showing which EBOG members were present.

I ask that the discipline be reversed and that reparation be made, with interest. I want a written apology co-signed by all members of the EBOG which were present at the September 11<sup>th</sup> EBOG meeting. I want a written apology from the Dean. I ask that a new text of the policy for University copyrighted images be adopted which explicitly permits criticism of and/or fair (legal) commentary about the University in the use of University web images by professors, media, and students in any academic or journalistic work.

Sincerely,

A handwritten signature in black ink that reads 'Denis Rancourt'. The signature is written in a cursive style and is followed by a long horizontal line.

Denis Rancourt  
(Professor)

Cc: Posted to UofOWatch blog, BOG, APUO, Dean of Science.