

October 14, 2010

Caroline Roy-Egner
Associate Vice-President
Human Resources Services
University of Ottawa
Tabaret Hall
550 Cumberland Street

(Via email of signed PDF letter)
croyegne@uottawa.ca

Re: Grievance G27 – Unethical behaviours of employer and conspiracy to do harm, IPC Adjudication Order PO-2915.

Dear Mrs. Roy-Egner:

On October 4, 2010, I received a copy from the Information and Privacy Commissioner / Ontario (IPC) of its Order PO-2915 dated September 29, 2010, regarding the University of Ottawa.

The Order is the outcome of an IPC appeal for access to records about me held by the University.

The Order establishes that 11 emails sent on or before September 6, 2007, between University of Ottawa officials or executives were all related to a letter dated September 6, 2007, sent to me by Dean of the Faculty of Science André E. Lalonde.

In the latter September 6, 2007, letter the dean expressed without explanation that “The University of Ottawa has developed some concerns regarding your physical and mental well-being.”

The Order also establishes that the University’s expressed concerns about my “physical and mental well-being” were based only of “a Grievance filed against a professor” and a “disciplinary matter”, not on any evidence about my physical and mental well-being.

(1) From the IPC Order and the record of the IPC appeal process it appears that dean André E. Lalonde lied about access to information (ATI) request respondent records, selectively removed respondent records from the dean's office, and lied in affidavit about document searches.

I grieve the dean's actions as violations of commonly accepted norms of fairness and ethical behaviour (CA section 10.3, and other sections that apply).

(2) The IPC Order shows that the dean's September 6, 2007, letter to me was baseless and was a broad employer campaign (involving the VP-Academic, Legal Counsel, Human Resources chiefs, a consultant and possibly others) falling outside of Collective Agreement rules and procedures for legitimate discipline or evaluation. Such a letter from one's employer, without explanation or context, is a harmful device that can cause significant stress and harm.

I grieve the employer's actions in this matter as improper, unethical, and apparently malicious.

(3) One of the persons involved (former VP-Governance and lawyer Pamela Ann Harrod) in the IPC Appeal, as University FIPPA Coordinator and as officer for affidavits, was also the direct supervisor of Legal Counsel who in turn was a sender and recipient of the ATI-respondent records. It appears Ms. Harrod was in conflict of interest. It was unethical for Ms. Harrod to not recuse herself from the IPC Appeal process.

I grieve Ms. Harrod's actions as violations of the Collective Agreement (10.2, 10.3, and other sections that apply).

I seek justice, redress, and monetary reparation in an amount determined by an independent arbitrator. I seek apologies from those found by an independent arbitrator to have done me harm and to have violated my rights.

I seek that all records in this matter be released to me.

I note that the IPC Adjudicator ruled that the 11 ATI-respondent records held by the University were excluded from the scope of the Act and generally agreed with me that I should have access to these records, which the University is at liberty to disclose to me.

As part of the Step-1 resolution of the present grievance, I will be asking the institution head, President Allan Rock, to release the ATI-respondent records to me as foreseen by the ATI Act (FIPPA).

I hope to resolve the present grievance during the Step-1 mediation process foreseen by the Collective Agreement (13.4.2). Please convene the Step-1 meeting within 10 working days, as you are required to do under the Collective Agreement. Please arrange for court reporter recording of the Step-1 meeting, as per our established practice.

I note that the employer has, in violation of the Collective Agreement, so far refused to convene Step-1 meetings for two former grievances, G25 (dated November 22, 2009) and G26 (dated September 21, 2010). Please also convene these Step-1 meetings immediately.

Please acknowledge receipt of the present grievance.

Sincerely,

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

Denis Rancourt
(Former Professor)

cc: made public