

# MUFA Statement on DeGroote School of Business Tribunal Report

On September 24, 2013, a McMaster University Tribunal of the Board-Senate Hearing Panel for Sexual Harassment/Anti-Discrimination released a Public Report on its findings in two related harassment complaints involving 14 faculty members, 1 staff member, 1 Senior Administrator and the University. We thank the members of the Tribunal for their intensive and extensive service on this difficult case.

In light of the release of the Report, the MUFA Executive reaffirms the stated Principles of the McMaster University Anti-Discrimination Policy, including “the right of every member of its constituencies to live, study and work in an environment that is free from discrimination and harassment” [1]. We are saddened by the evident breakdown of collegiality in the DeGroote School of Business that unfolded over a period of several years.

In addition to individual sanctions, the Tribunal has ordered a review of the McMaster University Anti-Discrimination Policy as one remedy for the University’s breaches of the Policy. MUFA welcomes the opportunity to participate in this review, including policy, procedures and guidelines of the Policy. Furthermore, “the Tribunal found that some of the University’s policies were not effectively mobilized in a timely fashion and, as a result, issues festered. Manageable issues and differences among faculty members became insidious and destructive” [2]. We urge the University to examine the decisions that were or were not taken during these events that could have prevented their prolongation or escalation. Furthermore, we feel that reasonable efforts should be taken by the University to address the alienation felt by many in the DeGroote School of Business, thereby ensuring a return to a collegial work environment.

[1] McMaster University Anti-Discrimination Policy

[http://www.mcmaster.ca/policy/General/HR/Anti-Discrimination\\_policy.pdf](http://www.mcmaster.ca/policy/General/HR/Anti-Discrimination_policy.pdf)

[2] The Public Report may be found on the website of the University Secretariat at

[http://www.mcmaster.ca/univsec/reports\\_lists/McMaster\\_University\\_USHAD\\_Public\\_Report.pdf](http://www.mcmaster.ca/univsec/reports_lists/McMaster_University_USHAD_Public_Report.pdf)

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