



Supporting Students and the TRU Community

December 1, 2021

Dear Members of the TRU Board of Governors,

On Behalf of the CUPE 4879 Executive and our 700 CUPE members who represent the support staff at TRU, we are calling on the Board to commit to a complete and comprehensive investigation into the alleged misconduct by senior administrators and that the senior administrators in question be put on leave effective immediately until the investigation is completed.

Our foremost concern is for the safety of our members. In light of the alleged racist and gender-based harassment and discrimination, we believe that it is reasonable and appropriate for an organization and institution such as TRU to put persons on leave until a full investigation has been completed and an outcome determined. This should be done to protect all parties involved, and to ensure the integrity of the investigation. Given that TRU was aware of this allegation back in February of 2021, we believe that our member's psychological safety is being put at risk. We are also concerned that if any of our members are part of the investigation, there is no guarantee that they were offered union representation to ensure that they are treated fairly. Particularly, if allegations are proven to be true, any inaction may cause further harm and trauma to our members, and could have further legal implications for the institution. As the Board is responsible for the management, administration and control of the property, revenue, business, and affairs of the University; it is up to you to ensure that TRU upholds its responsibility as an employer to ensure that all employees have a guaranteed safe space and toxic free workplace.

Our Union has heard from many of our members who have said they are reluctant to communicate and interact with the People and Culture Department or come forward with their harassment complaints because the senior administrators under investigation remain working.

We understand that TRUFA has also sent a letter outlining the issues and their concerns to the President and the Board, and we stand with them and whole heartedly agree. The fact that the individuals named have not been put on leave is undermining TRU employees' faith in the investigation, the leadership of the People and Culture department, and Thompson Rivers University as an employer.

Lois Rugg, President
CUPE Local 4879

A handwritten signature in black ink that reads "Lois K. Rugg".

Email CUPE 4879 queries to
Lois Rugg at Presidentcupe4879@shaw.ca

Pronouns: she/her/hers

On the lands of the Tk'emlúps te Secwépemc within Secwépemc'ulucw,
the traditional territory of the Secwépemc people.