

Thompson Rivers University Students' Union  
Members of the Board of Directors  
805 TRU Way  
Kamloops BC V2C 0C8

BY EMAIL: [execdir@trusu.ca](mailto:execdir@trusu.ca)

January 5, 2021

Dear members of the TRUSU Board of Directors,

I would like to acknowledge receipt of your letter dated December 15, 2021, that I received January 4<sup>th</sup> with regard to your concerns about recent events affecting our university community. As your letter notes, the board engaged independent consultants to examine allegations made by a group of anonymous complainants. We've taken this matter seriously and want to get to the truth.

Regarding your calls to action, these fall outside the board's scope and touch on the day-to-day responsibilities of management. Given, however, my ongoing contact with members of the senior executive, I can advise the following which address the issues you have raised:

- For the interim, TRU has adapted its complaint processes and policies to ensure individuals are comfortable in bringing forward workplace concerns. Essentially, complaints for the time being will no longer be overseen or managed by the department of People and Culture, with these duties assigned elsewhere (using both internal and external supports).
- Related to the above, TRU has engaged an external human resources consultant with expertise in post-secondary environments, as well as an independent firm (The Neutral Zone) to oversee complaints being received and to explore broader issues related to workplace culture. TRU staff and faculty have been encouraged to connect with The Neutral Zone with specific concerns or complaints they may have about the workplace. Such contact will also provide the necessary supports individuals may require.
- On administrative leaves, these are complex matters that weigh various factors, including legal, which management has considered.

For your clarity, the board initiated a process some months ago in response to a notice sent to the board by an anonymous group describing, in a general way, allegations that people sought to bring forward. This process is well underway and within a defined scope. Others who have workplace or other concerns to raise are encouraged to use avenues noted above, and as communicated to all employees in December through the president.

Lastly, in your letter you raised allegations of 'continued actions of the accused.' These are concerning and serious allegations and should be reported through the appropriate means, which is the Neutral Zone, for follow-up. The contact for The Neutral Zone for raising specific TRU workplace complaints is Anna Richards at [arichards@theneutralzone.ca](mailto:arichards@theneutralzone.ca).

I have considered your letter carefully and it's clear we have a common interest, one of deep care and concern for our university and moving forward in the best interest of all parties.

Sincerely,

A handwritten signature in black ink, appearing to read 'Marilyn McLean', written in a cursive style.

Marilyn McLean  
Chair, TRU Board of Governors