



UNIVERSITY OF NEW BRUNSWICK
STUDENT UNION

Formal Complaint Report

Report of Initial Investigation into Allegations Against Kelsi Evans, Vice-President Advocacy

UNB Student Union

Prepared for:

UNB Student Union Council

Prepared by:

Seth Corner, Chief Returning Officer, UNB Student Union
cro@unbsu.ca

Date:

September 30th, 2020

Revised:

October 6th, 2020

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Acknowledgements

Territorial acknowledgement: We recognize and respectfully acknowledge that the UNB student experience takes place on unsundered and unceded traditional lands of Wolastoqiyk.

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Interpretation and Bylaws

Interpretation as per Executive Position Description Policy

“Vice President Advocacy” - The Vice President Advocacy shall be the public relations officer and the advocate on all external student issues for the Union. The Vice President Advocacy will bring forward new initiatives for policy, campaigns and positions to promote meaningful change on student issues and ensure that students are well represented externally to the UNB community. The Vice President Advocacy will fulfill and perform those duties as may be required to achieve the objectives of the Union. The Vice President Advocacy shall report to the President

Interpretation as per Human Resource Policy

“Harassment” - is defined as any unwelcome, inappropriate verbal or physical conduct, or coercive behaviour, where the behaviour is known or reasonably ought to be known to be unwanted or unwelcome;

“Conflict of Interest” - occurs when an individual in a position of relative power with the UNB Student Union is incapable of acting in a completely unbiased manner when making a decision due to preconceptions, past experiences, or relationships with another individual in a position of less power, or who is vying for a position with the UNB Student Union

Bylaws and Policies referenced

Bylaw 1-43. The following are the duties of the Executive Councillors:

- A. Maintain and uphold the Bylaws of the Union
- B. Maintain and uphold the mission and vision of the Union
- C. Present an annual written report to the Council before leaving office and
- D. Be accountable to the elected Council
- E. Ensure motions of the Council are enacted fully; and
- F. Fulfill the expectations outlined in the Executive Position Description Policy

Bylaw 1-45. The Vice President Advocacy shall be the public relations officer and the advocate on all external student issues for the Union. The Vice President Advocacy will bring forward new initiatives for policy, campaigns and positions to promote

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meaningful change on student issues and ensure that students are well represented externally to the UNB community. The Vice President Advocacy will fulfill and perform those duties as may be required to achieve the objectives of the Union. The Vice President Advocacy shall report to the President.

Human Resource Policy 2.2. The responsibility of maintaining and upholding this Policy shall rest with the Vice President, and the President of the UNBSU as seen fit

Human Resource Policy 3.1. Recruitment, selection, review, hiring, development, and training of individuals will be conducted without bias, including but not limited to bias based on race, national or ethnic origin, colour, religion, age, sex, gender, sexual orientation, marital status, family status, or disability.

Human Resource Policy 4.5. Assault or harassment of any kind is grounds for immediate dismissal.

Human Resource Policy 4.6. Any breach of the Union Code of Conduct is grounds for dismissal.

Human Resource Policy 5.1. All members of any Union hiring committee are expected to disclose conflicts of interest to the other members of the hiring committee prior to the commencement of interviews.

Human Resource Policy 5.1.1. As long as a conflict of interest is fully disclosed, the individual may participate in discussions; however,

Human Resource Policy 5.1.2. The individual shall waive their voting right by abstaining.

Human Resource Policy 6.2.1. All applicants shall be entitled to consideration for an interview.

Human Resource Policy 6.9. In the event that consensus regarding a hiring decision cannot be reached, the interview panel will eliminate candidates individually until only one candidate remains. In the event of a tie, or stalemate, all members of the Executive Committee not previously involved with the process shall be granted a vote on the matter so as to reach a hiring decision.

Human Resource Policy 6.13. The Direct Supervisor will be tasked with reaching out to welcome the successful applicant to the Union, and prepare any transitional processes for the new Union Employee as described in Section 10

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Human Resource Policy 9.2. Direct Supervisors are encouraged to regularly review Employee performance and comment on professional areas where further development would be beneficial, at least once per semester.

Human Resource Policy 11.1. Information falling under the protection of the Union includes, but is not limited to: names, birthdates, and other personal attributes of members, financial documents, contracts, leases, and other legal documentation, information collected during the recruitment process, non-public meeting minutes, records on staff and Councillors, internal documentation, strategic plans, and unreleased reports or presentations. As the holder of this information, the Union has legal liability over the release of the information to individuals. Where the disclosure of this information might be detrimental to the continued operations of the Union, the Union shall require confidentiality agreements with, but not limited to, individuals who are given access to the information

Human Resource Policy 11.2. Breach of confidentiality shall be considered serious misconduct and may be grounds for the discipline, up to and including, termination of employment

Human Resource Policy 12.7. The Code of Conduct Committee shall be defined as:

Human Resource Policy 12.7.1. Chief Conduct Officer;

Human Resource Policy 12.7.2. UNBSU President;

Human Resource Policy 12.7.3. Direct Supervisor;

Human Resource Policy 12.7.4. General Manager;

Human Resource Policy 12.7.5. A voting member of Council appointed by the Chief Conduct Officer and ratified by the other members of the Code of Conduct Committee.

Human Resource Policy - Appendix A-2. abide by UNB Student Union policies and bylaws to which I am subject, alongside university regulations for student conduct;

Human Resource Policy - Appendix A-4. be tolerant and respectful of other members of the UNBSU;

Human Resource Policy - Appendix A-5. not require, coerce, or encourage any behaviour, in particular from other UNBSU members, that may be dangerous, disrespectful, or degrading to themselves or others

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Human Resource Policy - Appendix A-11. not create, or participate in creating, an environment that endangers the health and or safety of other persons;

Human Resource Policy - Appendix A-13. continually work to create a positive and inclusive environment within the UNBSU and in the UNB community

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Introduction

Background

On September 15th at 3:45 PM the UNBSU President, Sean Mackenzie, received a written formal complaint from two executive members alleging a wide range of violations of UNBSU Bylaw and Policies against the Vice President Advocacy Kelsi Evans. Upon the ratification of the CRO, a Code of Conduct Committee was established by the President, as per procedure according to the Human Resource Policy 12.7 (1-5), who at 4:26 PM¹ sent the Committee a notice of the formation of said committee. This committee was composed of the Chief Conduct Officer, Seth Corner, UNBSU President Sean Mackenzie, UNBSU General Manager Karen Miner, UNBSU Inclusion Representative Brennan Marks, and UNBSU Law Councillor Christopher Arisz. On September 23rd at 1:30 PM the President and the CRO met privately over a Google Meets call where the CRO was made Chair of the Code of Conduct Committee and the only other topic discussed was the CRO's next immediate steps to take. These steps included sending out an email, which was sent Wednesday, September 23rd at 2:53 PM² which provided the committee with the complaint and a Doodle Poll to establish the timing of the first Code of Conduct Committee meeting, and expressed explicitly the confidential nature of the complaint and the identities involved. As the CRO was not located in Fredericton, the President told the respondent of the complaint after a majority vote by the committee and then sent the complaint to them at 5:01 PM on September 23rd³

¹ See Attachment A

² See Attachment B

³ See Attachment C

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following a one-on-one meeting. Additionally, both complainant(s) and respondent signed non-disclosure agreements⁴ on the 23rd of September. On Thursday, September 24th at 8:57 AM⁵, the CRO sent an email that said a meeting to begin the process of investigation would be held Monday, September 28th at 8 AM. The next correspondence was an email sent on Sunday, September 27th at 11:59 AM⁶, which contained an agenda⁷ sent by the CRO for the meeting. At 6:59 AM on Monday, September 28th, a letter of resignation was tendered by the respondent, the Vice President Advocacy, which, for confidentiality reasons and upon the advice of legal counsel, will **not** be made available in this report. Additionally, a further email to the CRO from the respondent expressed their intent to not attend the meeting⁸.

This report is a summary of the complaint. The summary refers to these as allegations as an investigation did not continue due to the resignation of the respondent. For the purposes of this report, allegations from the complainants were provided with evidence unless otherwise stated, however, with the resignation of the Vice President Advocacy, the Code of Conduct Committee was unable to continue an investigation and therefore unable to legitimize the evidence provided. The respondent in the letter of resignation mentioned the possibility of a response but has not done so yet. It is important to clarify this, as a summary, is not to be misinterpreted as conclusions on the Committee's part, as well as to emphasize that the Code of Conduct Committee took this complaint with the utmost respect.

⁴ See Attachment G

⁵ See Attachment D

⁶ See Attachment E

⁷ See Attachment F

⁸ See Attachment H

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The Complaint

Introduction to the summary of the complaint

The formal written complaint is split into two large sections. The first section is by the Vice President Communications and the other by the Vice President Finance & Operations. In this section, the report will examine the shared allegations of the two complainants and the individual complainant allegations. The full formal complaint will not be made available with this report until approval from the Council as some of the allegations are currently being investigated by other UNB branches. The complainants made clear in their formal complaint they believe the Vice President Advocacy violated numerous UNBSU bylaws and policies and should be impeached immediately from their position as outlined in the Human Resource Policy 4.5 and 4.6. These claims have supporting documentation in the formal complaint that was provided, however, there are several instances where this is not the case and will be specified in each respective section. These sections are based on the written formal complaint that was submitted and not the conclusions of any investigation by the Code of Conduct Committee. Additionally, both the complainants and the VP Advocacy signed non-disclosure agreements regarding the matter.

Shared Allegations

Black Lives Matter (BLM) response allegations

Both complainants shared and expressed concerns over the response of the VP Advocacy for their response to the Black Lives Matter movement. It was alleged

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that the VP Advocacy failed to fulfill their requirements of the position as outlined in the Executive Position Description Policy which is an infringement of Bylaw 1-43(F), as well as the description stated in Bylaw 1-45, both of which in-turn, the complainants argue, breach Appendix A-2 of the Student Leader Code of Conduct in the Human Resources Policy, furthermore meaning Human Resource Policy 4.6 could be invoked.

Flannery Jewellers response allegations

Both complainants shared and expressed concerns over the Vice President Advocacy's response to the Flannery Jewellers situation. It was alleged that the VP Advocacy violated the Student Leader Code of Conduct A-2, A-11, and A-13, whilst also not fulfilling their responsibilities as laid out in Bylaw 1-45.

Pride allegations

Both complainants shared and expressed concerns over the VP Advocacy's work and conduct when working on Pride events. It was alleged that the VP Advocacy did not fulfil their duties outlined in Bylaw 1-45 as well as violated the Student Leader Code of Conduct Appendix A-2 and A-13.

UNBSU Diversity Action Plan allegations

Both complainants shared and expressed concerns over the Vice President Advocacy's work ethic. It was alleged that the VP Advocacy violated the Student Leader Code of Conduct Appendix A-2 and A-13.

Human Resources meeting and subsequent email(s)

Both complainants shared and expressed concerns over the Vice President Advocacy in relation to conduct during a Human Resources meeting as well as

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subsequent emails. It was alleged that the VP Advocacy behaved in a way that violated the Student Leader Code of Conduct Appendix A-4.

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Independent Allegations

This section will begin with the VP Communications claims and then followed by the VP Finance & Operations as the original complaint submitted was split in this way.

VP Communications complaints

References

This section will not be described as it is subject to further investigation outside the UNBSU Code of Conduct Committee. The decision to not outline the information or alleged violations are based upon the advice of legal counsel for the UNBSU.

Suicide Prevention

The VP Communications alleged misconduct and/or unfulfilled duties by the VP Advocacy. This portion can be found in the original complaint, however, the CRO will not outline it in this report as it did not specify what the VP Advocacy violated therefore this will be available for review.

Get out the Vote allegations

Vice President Communications alleged that the VP Advocacy made it difficult to facilitate the Get Out The Vote campaign. The VP Communications alleged against the VP Advocacy violations of UNBSU Bylaw 1-43(F), Bylaw 1-45, and Human Resource Policy section 6.13 as a result of unfulfilled responsibilities and conduct.

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VP Finance & Operations complaints

Confidentiality (Typeform) allegations

The VP Finance & Operations alleged that the VP Advocacy breached Human Resource Policy 11.1 and suggested the use of 11.2 from the same policy. However, these allegations contained no substantial evidence of wrongdoing on the VP Advocacy's part, therefore this report will not go into further detail.

First Human Resource Meeting allegations

This section of the complaint was added to disclose there had been a meeting on the subject of the VP Advocacy's conduct, however, there are no allegations in this section therefore this report will not go into further detail on the matter.

Hiring (Conflict of Interest) allegations

The VP Finance & Operations claimed that the VP Advocacy did not follow the UNBSU policy and procedure when hiring a Get Out The Vote coordinator. The VP Finance & Operations alleged that the VP Advocacy violated Human Resource Policy section 3.1, 5.1, 5.1.1, and 5.1.2. As the UNBSU Human Resource policy 6.10, the hiring process is a confidential process and therefore has been redacted from the complaint found at the end of this document.

BAE campaign allegations

The VP Finance & Operations claimed that the VP Advocacy did not work diligently towards the Sexual Violence Program. The VP Finance & Operations alleged that the VP Advocacy conducted themselves in a way that violated the Student Leader Code of Conduct Appendix A-4 and A-13.

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Shared ending remarks from the complaint

Both the VP Communications and the VP Finance & Operations concluded that after two human resource meetings and various other attempts to intervene, the VP Advocacy is impeached immediately according to the Human Resource Policy section 4.5 and 4.6.

September 28th

On September 28th the Code of Conduct Committee was ready to meet to begin discussing and then instigate an investigation into the complaint received from the two executive councillors. The meeting was scheduled to be held at the Delta Fredericton at the agreed-upon time with a Zoom call set up so if some did not want to meet in person they would not have to. On September 28th, 2020 at 6:59 AM, a letter of resignation was submitted to the UNBSU President, the General Manager Karen Miner, and the CRO. A separate email was received by the CRO from the VP Advocacy stating their intent to not attend the meeting at 7:07 AM of the same day⁹. The CRO was aware of the emails prior to the meeting as they checked their email prior to the meeting to see who would be attending by Zoom, however, deemed it inappropriate to cancel the meeting, therefore, the meeting went forward as scheduled. During the meeting, it was stated that the letter was received and that there would not be an investigation into the complaint as they indicated no intention of attending the meetings therefore unable to provide a defence against the complaint. Following this, the Code of Conduct Committee compiled and approved this report for presentation to the UNBSU Council.

⁹ See Appendix H

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Conclusion

The formal written complaint submitted by the VP Communications and VP Finance & Operations against the VP Advocacy Kelsi Evans alleged a pattern of violations of UNBSU Bylaws and Policies. This report aimed to summarize the claims of the complaint, the procedure executed to address the complaint, and the current status regarding the complaint as it is imperative and part of the process to disclose this to the UNBSU Council for approval. A part of this complaint is currently being reviewed by a University of New Brunswick department therefore the CRO believes that the confidential nature of the complaint is upheld by all council members until approval of the report. Finally, the Code of Conduct Committee will not pursue further investigation into the allegations cited in the report for the time being.

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Appendix A

Code of Conduct Committee - Complaint Notification Inbox x



Sean Mackenzie

to Christopher, me, Karen, Brennan ▾

Mon, Sep 21, 4:26 PM (7 days ago)



Hello Everyone,

I am emailing you all now that our CRO is ratified to notify you that we received a formal complaint. I will provide you all with more details by the end of the day Wednesday. This will likely include setting a meeting date, providing more information, what the composition of the committee will be, and more. **Please make sure that this remains confidential for the time being.** If you have any further questions or concerns, please do not hesitate to contact me.

Thanks,

Sean Mackenzie

President

UNB Student Union

He/Him/His

Phone: (506) 262-0641

unbsu.ca



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STUDENT UNION

Territorial acknowledgement: We recognize and respectfully acknowledge that the UNB student experience takes place on unsundered and unceded traditional lands of Wolastoqiyik.

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Appendix B

*** Important Code of Conduct Committee information Inbox x



UNBSU CRO <cro@unbsu.ca>
to christopher.arisz, Karen, Brennan, Craig

Wed, Sep 23, 2:53 PM (5 days ago) ★ ↶ ⋮

Good Afternoon,

I am emailing you all this afternoon in regards to our upcoming Committee meetings.

This is CONFIDENTIAL currently. Do NOT share information or documents attached to this email.

Please find attached to this email the formal complaint that has been submitted. The contents and identities in this document are **confidential**.

As a committee, we have to decide who will notify the respondent. I am currently outside of Fredericton and ask that Sean Mackenzie does so in person. As a committee, we need 50+1 votes to pass this decision. **Please respond to this email as immediately as possible with your decision.**

Additionally, we need to meet before Tuesday at noon to ensure we have conducted a meeting in an appropriate time frame as laid out in SU bylaws. Please find attached a URL for a Doodle Poll. **This must be responded to as IMMEDIATE as possible.** If there are issues with accessing the poll or any other concerns you must let me know as soon as possible.

<https://doodle.com/poll/2fbmcxc6cdc3brm>

That is all for now, please respond to these things promptly and be aware of the confidentiality of the situation.

Best Regards,

Seth Corner
Chief Returning Officer
UNB Student Union
He/Him/His
unbsu.ca/elections



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Appendix C

Formal Complaint > Inbox x



Sean Mackenzie

to me, Kelsi ▾

Wed, Sep 23, 5:01 PM (5 days ago)



Hi Kelsi,

Here is the complaint as I had mentioned in our meeting.

Thanks,

Sean Mackenzie

President

UNB Student Union

He/Him/His

Phone: (506) 262-0641

unbsu.ca



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Appendix D

Code of Conduct Committee Meeting Date & Time

Inbox x



UNBSU CRO <cro@unbsu.ca>

Thu, Sep 24, 8:57 AM (6 days ago)



to bcc: Kelsi, bcc: Adriana, bcc: Deanna, bcc: Sean, bcc: Karen, bcc: Brennan, bcc: christopher.arisz

Good Morning,

There will be a Code of Conduct Committee meeting held on Monday (The 28th) at 8 to 9:15 am.

Please verify if you will be attending this meeting.

Regards,

--

Seth Corner

Chief Returning Officer

UNB Student Union

He/Him/His

unbsu.ca/elections



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Appendix E

Code of Conduct Committee meeting agenda Inbox x



UNBSU CRO <cro@unbsu.ca>

Sun, Sep 27, 11:59 AM (3 days ago)



to bcc: Kelsi, bcc: Sean, bcc: Adriana, bcc: Karen, bcc: christopher.arisz, bcc: Brennan, bcc: Sydney

Good afternoon,

Please find attached the agenda for tomorrow's Code of Conduct Committee meeting. As stated in the agenda, a Zoom link will be provided later this evening or before the meeting early tomorrow morning if that is how you intend to attend. It will be emailed to the **same** email address as this agenda.

Best regards,

Seth Corner
Chief Returning Officer
UNB Student Union
He/Him/His
Cell: (506) 626-0299
unbsu.ca/elections



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Appendix F

*The complainants were referred to this way in case the agenda was shared with anyone outside of the Code of Conduct Committee.

** As stated on page 14 under the section titled "September 28th", the Committee meeting did not follow the agenda as a letter of resignation was submitted and another email expressing the respondent's desire not to attend. Furthermore, it was decided to create a report and send it to the Human Rights Office for further investigation.

UNBSU Code of Conduct Committee Meeting

UNB Student Union 2020/21

September 28th, 2020; 8:00AM, Delta Fredericton Aberdeen Room & via Zoom



The Zoom link will be emailed either late Sunday evening or before the meeting on Monday.

In order to maintain confidentiality, the first complainant is referred to as X and the second as Y.

1. Call to Order
 - 1.1 Roll Call
2. Approval of Agenda
3. Chair's Remarks
4. Complainant X's report
 - 4.1 Respondent remarks on X's report
5. Complainant Y's report
 - 5.1 Respondent remarks on Y's report
6. Question Period
7. Other Business
8. Adjournment

***There were no minutes taken for this meeting as it ended as all members arrived and were informed that the Vice President Advocacy had resigned.

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Appendix G

Signed NDAs by complainants and respondent

Respondent Agreement

UNB Student Union Respondent Agreement

For the duration of the investigation of the given complaint(s) put forward to the UNB Student Union Code of Conduct Committee, I agree to the following:

1. not speak to or attempt to influence members of the UNB Student Union Council, Code of Conduct Committee, as defined in the UNBSU Policies and Bylaws, regarding any and all aspects pertaining to the investigation outside of meetings of Council and the Code of Conduct Committee;
2. not discuss any complaint that has been submitted outside of meetings of the UNB Student Union Council and meetings of the Code of Conduct Committee;
3. not directly interact with the complainant(s) unless required to in order to complete the duties of my role;
4. not openly or personally attack the Union, the complainant(s), council members, or anyone involved in the investigation;
5. follow the guidelines set forth by the UNB Student Union Student Leader Code of Conduct;
6. follow the rules set forth by the Chief Conduct Officer, as chair, and UNB Student Union Policies and Bylaws, during Code of Conduct Committee meetings;
7. act in a manner deemed respectful and civil by the Chief Conduct Officer during meetings of the Code of Conduct Committee;
8. act in a manner deemed respectful and civil by the Council Chair during meetings of Council.

I have read and agreed to adhere to the UNB Student Union Respondent Agreement and will meet the standards expected of me as a Respondent of a complaint sent to the UNB Student Union Code of Conduct Committee.

Signature: Kelsi Evans

Date: September, 23, 2020

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Complainant Agreements

UNB Student Union Complainant Agreement

For the duration of the investigation of the given complaint(s) put forward to the UNB Student Union Code of Conduct Committee, I agree to the following:

1. not speak to or attempt to influence members of the UNB Student Union Council, Code of Conduct Committee, as defined in the UNBSU Policies and Bylaws, regarding any and all aspects pertaining to the investigation outside of meetings of Council and the Code of Conduct Committee;
2. not discuss any complaint that has been submitted outside of meetings of the UNB Student Union Council and meetings of the Code of Conduct Committee;
3. not directly interact with the respondent(s) unless required to in order to complete the duties of my role;
4. not openly or personally attack the Union, the respondent(s), council members, or anyone involved in the investigation;
5. follow the guidelines set forth by the UNB Student Union Student Leader Code of Conduct;
6. follow the rules set forth by the Chief Conduct Officer, as chair, and UNB Student Union Policies and Bylaws, during Code of Conduct Committee meetings;
7. follow the rules set forth by the Council Chair and UNB Student Union Policies and Bylaws, during Council meetings;
8. act in a manner deemed respectful and civil by the Chief Conduct Officer during meetings of the Code of Conduct Committee;
9. act in a manner deemed respectful and civil by the Council Chair during meetings of Council.

I have read and agreed to adhere to the UNB Student Union Complainant Agreement and will meet the standards expected of me as a Complainant of the complaint sent to the UNB Student Union Code of Conduct Committee.

Signature: *Deanna e. Morrison*

Date: *Sept 23rd 2024*

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UNB Student Union Complainant Agreement

For the duration of the investigation of the given complaint(s) put forward to the UNB Student Union Code of Conduct Committee, I agree to the following:

1. not speak to or attempt to influence members of the UNB Student Union Council, Code of Conduct Committee, as defined in the UNBSU Policies and Bylaws, regarding any and all aspects pertaining to the investigation outside of meetings of Council and the Code of Conduct Committee;
2. not discuss any complaint that has been submitted outside of meetings of the UNB Student Union Council and meetings of the Code of Conduct Committee;
3. not directly interact with the respondent(s) unless required to in order to complete the duties of my role;
4. not openly or personally attack the Union, the respondent(s), council members, or anyone involved in the investigation;
5. follow the guidelines set forth by the UNB Student Union Student Leader Code of Conduct;
6. follow the rules set forth by the Chief Conduct Officer, as chair, and UNB Student Union Policies and Bylaws, during Code of Conduct Committee meetings;
7. follow the rules set forth by the Council Chair and UNB Student Union Policies and Bylaws, during Council meetings;
8. act in a manner deemed respectful and civil by the Chief Conduct Officer during meetings of the Code of Conduct Committee;
9. act in a manner deemed respectful and civil by the Council Chair during meetings of Council.

I have read and agreed to adhere to the UNB Student Union Complainant Agreement and will meet the standards expected of me as a Complainant of the complaint sent to the UNB Student Union Code of Conduct Committee.

Signature: Adriana LeFort

Date: Sept. 23/2020

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Appendix H

Meeting ▶ Inbox x



Kelsi Evans
to me ▾

Mon, Sep 28, 7:07 AM ☆ ↶ ⋮

I will no longer be in attendance with today's meeting as I have resigned from the position of Vice President Advocacy of the UNBSU.

Kelsi Evans
VP Advocacy
UNB Student Union
She/Her/Hers
Phone: (506) 458 7164
unbsu.ca



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The Complaint:

To whom it may concern,

This is a formal letter of complaint calling for the removal of the University of New Brunswick Student Union Vice President Advocacy, Kelsi Evans. In this address, there are two perspectives of events occurring over the past four months in relation to Ms. Evans' inability to complete her duties and the resulting consequences of her occupancy in this role. The first perspective is given by Vice President of Communications, Deanna Merriam. The second perspective is given by Vice President Finance and Operations, Adriana LeFort.

Let it be known we do not believe that it is in the best interest of our students, and our union to keep Miss Evans in office.

Interpretation (Human Resource Policy)

"Conflict of Interest" occurs when an individual in a position of relative power with the UNB Student Union is incapable of acting in a completely unbiased manner when making a decision due to preconceptions, past experiences, or relationships with another individual in a position of less power, or who is vying for a position with the UNB Student Union;

"Direct Supervisor" refers to the individual, most commonly a Union executive, whom the Employee, prospective Employee, or Student Leader, falls under in the Union organizational structure;

"Harassment" is defined as any unwelcome, inappropriate verbal or physical conduct, or coercive behaviour, where the behaviour is known or reasonably ought to be known to be unwanted or unwelcome;

"Severe Misconduct" shall be defined as any major failing or negligence relating to an Employee's duties within the Union. This will not include assault or harassment;

"Vice President" refers to the Vice President Finance & Operations as defined by Section 42 of Bylaw No. 1 or their designate in accordance with Bylaw No. 1, unless specified otherwise;

"Union" or "UNBSU" refers to the UNB Student Union Inc.;

Bylaws & Policies Discussed

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Bylaw 1-43 The following are the duties of the Executive Councillors:

- a. Maintain and uphold the Bylaws of the Union;
- b. Maintain and uphold the mission and vision of the Union;
- c. Present an annual written report to the Council before leaving office;
- d. Be accountable to the elected Council
- e. Ensure motions of the Council are enacted fully; and
- f. Fulfill the expectations outlined in the Executive Position Description Policy.

Bylaw 1-45. The Vice President Advocacy shall be the public relations officer and the advocate on all external student issues for the Union. The Vice President Advocacy will bring forward new initiatives for policy, campaigns and positions to promote meaningful change on student issues and ensure that students are well represented externally to the UNB community. The Vice President Advocacy will fulfill and perform those duties as may be required to achieve the objectives of the Union. The Vice President Advocacy shall report to the President.

Human Resource Policy 2.2. The responsibility of maintaining and upholding this Policy shall rest with the Vice President, and the President of the UNBSU as seen fit.

Human Resource Policy 3.1. Recruitment, selection, review, hiring, development, and training of individuals will be conducted without bias, including but not limited to bias based on race, national or ethnic origin, colour, religion, age, sex, gender, sexual orientation, marital status, family status, or disability.

Human Resource Policy 4.5. Assault or harassment of any kind is grounds for immediate dismissal.

Human Resource Policy 4.6. Any breach of the Union Code of Conduct is grounds for dismissal.

Human Resource Policy 5.1. All members of any Union hiring committee are expected to disclose conflicts of interest to the other members of the hiring committee prior to the commencement of interviews.

Human Resource Policy 5.1.1. As long as a conflict of interest is fully disclosed, the individual may participate in discussions; however,

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Human Resource Policy 5.1.2. The individual shall waive their voting right by abstaining

Human Resource Policy 6.2.1. All applicants shall be entitled to consideration for an interview.

Human Resource Policy 6.9. In the event that consensus regarding a hiring decision cannot be reached, the interview panel will eliminate candidates individually until only one candidate remains. In the event of a tie, or stalemate, all members of the Executive Committee not previously involved with the process shall be granted a vote on the matter so as to reach a hiring decision.

Human Resource Policy 6.13. The Direct Supervisor will be tasked with reaching out to welcome the successful applicant to the Union, and prepare any transitional processes for the new Union Employee as described in Section 10.

Human Resource Policy 9.2. Direct Supervisors are encouraged to regularly review Employee performance and comment on professional areas where further development would be beneficial, at least once per semester.

Human Resource Policy 11.1. Information falling under protection of the Union includes, but is not limited to: names, birthdates, and other personal attributes of members, financial documents, contracts, leases, and other legal documentation, information collected during the recruitment process, non-public meeting minutes, records on staff and Councillors, internal documentation, strategic plans, and unreleased reports or presentations. As the holder of this information, the Union has legal liability over the release of the information to individuals. Where the disclosure of this information might be detrimental to the continued operations of the Union, the Union shall require confidentiality agreements with, but not limited to, individuals who are given access to the information

Human Resource Policy 11.2. Breach of confidentiality shall be considered serious misconduct and may be grounds for the discipline, up to and including, termination of employment

Human Resource Policy - Appendix A 2. abide by UNB Student Union policies and bylaws to which I am subject, alongside university regulations for student conduct;

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Human Resource Policy - Appendix A 4. be tolerant and respectful of other members of the UNBSU;

Human Resource Policy - Appendix A 5. not require, coerce, or encourage any behaviour, in particular from other UNBSU members, that may be dangerous, disrespectful, or degrading to themselves or others;

Human Resource Policy - Appendix A 11. not create, or participate in creating, an environment that endangers the health and/or safety of other persons;

Human Resource Policy - Appendix A 13. continually work to create a positive and inclusive environment within the UNBSU and in the UNB community.

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Vice President Communications- Deanna Merriam

To whom it may concern,

Following is a formal letter of complaint regarding Vice President Advocacy Kelsi Evans. It is my belief that Ms. Evans has violated numerous policies and bylaws, subsequently disregarding her position as VP Advocacy. After addressing these issues via direct conversations I have yet to see any improvement, and have instead witnessed a decrease in her commitments in this role. Ms. Evans' behaviour has caused other executives to take on her role, with myself and Ms. Pelkey putting our own positions second to her shortcomings.

The act of continually filling the gaps in the role of VP Advocacy, as well as fulfilling my own role has caused me enough stress to have to visit the hospital to receive medication due to over-stress. While in the hospital, I was informed by the doctor that I would need muscle relaxants because I had become so stressed that I could no longer relax my muscles when sleeping. When speaking of my issues with stress to Ms. Pelkey, I was informed that Ms. Pelkey had to begin going to counselling to manage her stress. After speaking to Ms. Pelkey, I approached Ms. LeFort as our Human Resources manager to address the issues with Ms. Evans and the stress we had been facing as a result of it. Ms. Lefort then informed me that she had also been stressed to the point of needing sleep aids to achieve more than 4 hours of sleep in a night.

Below you will find several instances of what I consider to be violations of our bylaws, policies, and code of conduct. Ms. Evans has been granted many opportunities to correct and address her behaviour, however I still experience the stress and burden of fulfilling her role where she has ultimately fallen short. Due to the reasons listed below, I believe Ms. Evans should be removed from her position as Vice President Advocacy so to benefit our students, and our union.

Black Lives Matter (BLM)

The first instance I would like to bring to attention is the events that occurred surrounding the UNBSU creating, discussing, and publishing a statement of the Black Lives Matter (BLM) movement.

From June 2nd 2020 to June 5th 2020, the executive team was on a bonding retreat. During this time, the BLM movement had been shifted

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fully into the public eye. We, as an organization that represents our students have a responsibility to address this movement and ensure our BIPOC students are seen, heard, and valued fully and truthfully. During this retreat, after asking the executive team many times what we were going to do to align with this movement, I made all executive members sit down with me and have a discussion and determine our values. I called the executive to action because I had been continually receiving messages from students furious with their union (and rightfully so) for neglecting their position as student representatives. The messages from students were overwhelming, and after trying many times to write a statement on my own, I realized that I was in no position to take on that role.

In this five-hour long conversation with the executive about race, privilege, BIPOC student issues, unconscious bias, acknowledging our majority white team, and more, Vice President Advocacy Ms. Evans did not contribute. She spoke on the issue once or twice, and spent the majority of the time silent and on her phone. I found this extremely alarming and disrespectful to the BLM movement, as Ms. Evans has a responsibility in her role as per her job description summary to *“be the public relations officer and the advocate on all student issues for the union.”* As well as *“bring forward new initiatives for policy, campaigns, and positions to promote meaningful change on student issues and ensure that students are well represented both internally and externally to the UNB community.”* Ms. Evans was elected to uphold this statement, and this was one of the first instances where I believe she has not advocated for the BIPOC student community when they truly needed her to.

Flannery Jewellers

The day after I facilitated the conversation about the BLM movement, we had an incident where the son of the owner of Flannery Jewellers made racist comments about the BLM movement. His “all lives matter” sentiments were concerning to our students, and rightfully so. I woke up to 5 message requests from students, several tags on facebook, and Instagram stories tagging our student union looking to us for action. Many students simply wanted the university to denounce these statements, and assure the community that Flannery's beliefs were not that of UNB. Ms Evans' job description states that she is the public relations officer, as well as the primary liaison between the UNB Communications Office and our union. Despite this, and my extremely stressed and frantic demeanor during this time, I was the union representative that reached out to the communications office

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(Attachment 5-A). VP Internal, Grace Pelkey, upon seeing my blatantly worried and stressed demeanor, reached out to Sara Rothman to ask about when exactly the University was doing in response to this. Meanwhile, Ms. Evans did not ever address these issues or act in any way to resolve the concerns of our students.

From this experience, I believe Ms. Evans violated Appendix A-13: Student Leader Code of Conduct

UNBSU Diversity Action Plan.

Going forward from the BLM incident, we (along with Ms. Evans) agreed that we needed to create a plan to act on the statement we made. We decided as an executive that we needed to create a “UNBSU Diversity Action Plan” (herein referred to as D.A.P.) as well as the potential creation of new councillor roles to account for student BIPOC voices. Ms. Evans agreed to create the D.A.P., beginning with research on the topic, and other university Equity, Diversity, and Inclusion (EDI) plans. We had one or two meetings to discuss this project, and have not heard of the plan since. This is an extremely essential item in ensuring our union respects, listens to, and acts on BIPOC student voices and concerns. Attachment 6-A shows the planning document, or “running notes”. I ask for it to be noted that the last date this document was edited by Ms. Evans according to google documents was July 31st, 2020.

Ms. Evans has not been working on this plan, and has not updated the rest of the executives on any progress she has made if so. I once again strongly believe this violates Appendix A-13: Student Leader Code of Conduct. Ms. Evans has not been continually working to create a positive and inclusive environment, and our lack of any draft DAP proves this.

Pride

The next item of concern I would like to bring to attention is Ms. Evans role (or lack thereof) in creating, planning, and executing any form of campaign, initiative, or event for Pride Week.

Miss Evans began discussing Pride before May 15th. She stated in her May 15th executive report (as per Attachment 7-A) that she wanted to join in on the events that STU Student Union was planning instead of executing UNBSU specific pride events. She stated that she wanted to do

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events for the end of August, acknowledging that Fredericton Pride was happening the first week of July.

In preparation for pride, Miss Evans only got in contact with STUSU Gender and Diversity councillor Tyler MaGee, and did not attempt to contact Vienna Munck, our own councillor. Miss Evans claims she did not know she could, however, there have been several instances in our executive meetings where Vice President Internal Grace Pelkey, along with the rest of the executive has told her she needs to consult with our own councillors as well. We have verbally addressed the importance of contacting Vienna, as she could have excellent insight and ideas in regard to pride events.

After not hearing much about Pride events, on the week of July 6th-10th, Kelsi informed us that she was no longer doing a collaborative pride event with the STUSU in August as planned. She said that Fredericton Pride was “sooner than she thought it was” and that I would be promoting Fredericton Pride events instead of our own. Attachment 8-A as listed below pictures Miss Evans requesting a meeting on July 10th, 2020 to outline these last-minute posts, and have me work on the weekend to create a last-minute schedule for Fredericton pride events (which occurred from July 10th-July18th.) and share it.

Miss Evans has now been meeting with Tyler MaGee and potentially Vienna to look into something for Pride History month in October.

In not attempting to host any form of Pride event, I believe Ms. Evans has not fulfilled the duties of her role as described in the Vice President Advocacy position description in bylaw 1-45.

References

[Redacted references section]

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[REDACTED]

[REDACTED]

[REDACTED]

HR Meeting/Respect Email

On August 25th 2020, in response to the increased stress load of myself, VP Internal Grace Pelkey, and VP Finance & Operations Adriana LeFort, as well as my visit to the hospital due to stress, Ms. LeFort held an HR meeting to address some employee concerns. She sent out a brief agenda explaining that everyone would have their chance to speak to the room. This time would be to address some of the work-related issues that had been bothering you through the year. This meeting was structured with floor time in order of; Ms. Evans, Ms. Pelkey, myself, Mr. Vardhan, Ms. LeFort, and Mr. MacKenzie. Following the singular addresses, it would be followed by a general discussion.

When Ms. Evans was given the floor, she declined to speak. We then went to Ms. Pelkey, who addressed a list of major work-related concerns. We then offered the floor again to Ms. Evans, who declined. I was then given the floor to speak, where I addressed my major concerns which have ultimately caused me to have to end my vacation early to go into the

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hospital from stress. After I spoke, we again gave the floor to Ms. Evans, where she again declined to speak. Mr. Vardhan then spoke, and afterwards Ms Evans did speak. She did not address any major work related concerns at this time, but instead talked about how pride did not happen because the City of Fredericton had it earlier than she thought, and that she didn't want to do it alone.

As stated before, following this was a general discussion where some asked questions, some just spoke about how we have also been impacted by their frustrations, etc. This discussion was very informal, and meant to simply be a casual discussion on how we can help each other and be a better team.

On August 26th 2020, I received an email alongside my other executive members from Ms. Evans included in this report as attachment 10-A. Following this, Ms. Evans must have received private replies from both Ms. Lefort as well as Mr. Mackenzie. We all then received Ms. Evans' reply to the private conversations pictures as Attachments 10 B-C. Included in this response was Ms. Leforts response to Ms. Evans, of which we had no need to be forwarded. The response from Ms. Evans itself, however, was addressed to Mr. Mackenzie, and in the email she used language such as "Everybody, please try to look at it from..." indicating that she sent this message (and Ms. Leforts response) to us intentionally.

I believe that Ms. LeFort reaching out in this instance as our Human Resources manager should have absolutely been communicated with in a confidential manner, which she was not. I believe this act of publicly "calling out" Ms. LeFort and the other executives was in violation of Appendix A-4. I also believe this email was unprofessional as a whole, considering the conversation the night previous was dedicated entirely to addressing concerns, and she refused to speak to address her concerns.

Suicide prevention

September 4th, 2020 Ms. Evans updated her facebook profile picture to commemorate "Suicide Prevention Awareness Month"

With September being suicide prevention awareness month, I figured we would be putting something out for our students, and waited on Ms Evans to address some sort of campaign with us. On September 4th, 2020, Ms. Evans changed her FaceBook profile picture to commemorate World Suicide Prevention Month, pictured as Attachment 11-A. On

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September 10th 2020 (world suicide prevention day) I reached out to Ms. Evans worried, as I knew she had not prepared any programming, campaigns, or acknowledgement of any sort. As shown in item 11-B, Ms. Evans confirmed my fear and told me the day-of that we would not be doing anything for our students. She also stated that she does not have her wellness coordinator working as of yet, despite her being hired in early to mid August. The wellness coordinator term began 10 days prior to the message Ms. Evans sent me, so I find the excuse of not having the aid if this coordinator is completely invalid.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] In response to Ms. Evans' lack of action in regards to putting out any form of acknowledgement, both myself and VP Internal Ms. Pelkey spent our entire evening looking into content that is relevant and viable to students who may be struggling. We also decided that going forward we will be creating a document for students that outlines safe language when discussing suicide, as we believe that suicide prevention begins with normalizing conversations. All of these actions are fully Ms. Evans' job, however, has made it apparent that she has no intention of doing this.

I would also like it to be noted that during Ms. Evans' campaign for this role as VP Advocacy, she spoke at the all-candidates debate about how necessary counselling and resources are for grieving students. In order to gain student votes, Ms Evans claimed she would like to see the promotion of resources for grieving students, however, when given the chance, says the subject is too difficult for her to tackle. I have transcribed and linked the section of the debate I am referencing below for your consideration:

Debate video found at <http://www.facebook.com/unbsu/videos/2599419583668476/?vh=e&extid+H0m0SO3AfZd5XGAv> (Begin at 34:45)

Moderator: "What do you see as the most pressing issue or barrier facing UNB students and how can you best initiative positive change in this area?"

Ms.Evans: "One thing that I see as a very pressing issue is that because we all have- we're all here for a very long time, four years, is that there is always going to be things that happen in our lives whether that be loss of a family member or something and that's why I want to make sure that

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counselling services are available to you and are far more promoted to you. So I know that a lot of us have the loss of a family member during one of our semesters and that is extremely hard to grieve through, and I want to make sure that counselling services are available to everybody to have everyone know you can go see them. Even about like regular like things. Um and so that everybody knows they are welcome to talk to anybody they need to, talk to me, talk to any of our counsellors, and we want to make sure that we are here for you."

GOTV

When the 2020 election was announced, it was expected that our Student Union would launch fully into a GOTV campaign. As the UNBSU, our students often look to us for guidance as to what they should be paying attention to. This election was no exception. While speaking with the NBSA, Ms. Evans initially decided that we would not be hiring any GOTV coordinators for the election. After Ms. Lefort and Myself raised our concerns to Mr. MacKenzie, he spoke with Ms. Evans and had her agree to hire one coordinator. This interaction of not advocating for a UNB specific GOTV campaign was extremely concerning, and made me aware that as Ms. Evans fails to create GOTV content, that responsibility would fall onto myself, or Mr. MacKenzie

Following the GOTV coordinator job posting, Mr. MacKenzie sent me a folder from the NBSA with some of the infographics they would be sharing, so that I could know what we as the UNBSU would be reposting to our accounts. On August 28th, the NBSA put out a post directing students to our pages directly for campus-specific information (of which, we had none on our pages) pictured as Attachment 12-A. I reached out to Ms. Evans (pictured in item 12 A-E) at which point she told me she has items she was creating at home, and would send me them soon. She eventually told me to look in the initial NBSA GOTV folder, and had very apparently not made any sort of UNB-specific content for our students.

Following this, Tea Fazio was then hired as our GOTV coordinator. I met with Tea soon after to discuss UNBSU social media etiquette, UNBSU takeover guidelines, our brand book, etc. Not long after I realized that Ms. Fazio had not been asked to sign our code of conduct, and had not received a formal orientation to her role. I walked her through the code of conduct, and signed her in as a student leader under the UNBSU. Since then, Mr. Mackenzie and I have been Ms. Fazios primary contacts for her GOTV campaign with the UNBSU.

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I believe Ms. Evans had no intention to run a GOTV campaign, advocate for student voter awareness, create any sort of initiative for GOTV, or work with Ms. Fazio despite being her direct supervisor. Due to this behaviour, I believe that Ms. Evans has violated bylaw 1-43 (f), bylaw 1-45, and Human Resource Policy 6.13.

Adriana LeFort - Vice President Finance & Operations

To whom it may concern,

Please take this letter as a formal complaint against the University of New Brunswick Student Union (UNBSU) Vice President Advocacy Kelsi Evans. As the human resources representative for the UNBSU I have seen enough and based on section 2.2 of the UNBSU Human Resource policy I feel as though it is my responsibility to bring this forward in order to uphold this policy within the executive committee. It is my professional opinion that Ms. Evans is not fulfilling her role and is causing other executive members to undertake her responsibilities. Multiple members of the executive committee have come forward with complaints of Ms. Evans' misconduct and lack of work on multiple occasions. She has been given multiple occasions to correct this in the form of individual meetings and group discussion, yet there has been no change or acceptance of mistakes. The toll this is taking on some members is unexceptionable. Three members have said that the overwhelming amount of stress this has caused them has impacted their sleep to the point of hospitalization for one member.

Appendix A 2 of the student leader code of conduct, signed by Ms. Evans, states the agreement that she will abide by UNBSU policies and bylaws to which she is subject to. In addition, bylaws 1-43 section f states the responsibilities of an executive officer is to fulfill the expectations outlined in the executive position description with her role description stated in bylaw 1-45. This is being brought to light for the reasoning of the human resource policy section 4.6 meaning any breach of the union code of conduct is grounds for dismissal. Below you will read multiple events where Ms. Evans demonstrated many violations to the UNBSU Bylaws, Human Resource policies and Code of Conduct.

Black Lives Matter Address

The first instance happened during the executive retreat, I observed as Ms. Evans sat on her phone saying nothing while our VP Communications, Deanna Merriam, struggled to write a post for Black

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Lives Matter (BLM) with the rest of the executive team. This was a very in depth conversation that should have been led by Ms. Evans but in contrast she did not participate in the conversation whatsoever. In this event Ms. Evans had the responsibility, bounded by her role, to lead this conversation and bring it to the executive committee's attention. This is outlined in the Vice President Advocacy position description in bylaw 1-45 The Vice President Advocacy shall be the advocate on all external student issues for the Union. *They will bring forward new initiatives for policy, campaigns and positions to promote meaningful change on student issues and ensure that students are well represented externally to the UNB community.* This became an issue as our response statement for Black Lives Matter was not released in a timely manner as Ms. Evans seemed to ignore that this was an issue for our students. It is my belief that Ms. Merriam felt overwhelming pressure from students contacting our social media platforms looking for a statement from the union that she deemed it necessary to sit down as an executive committee and discuss it. In this discussion the executive committee, including Ms. Evans, agreed that we would bring forward new initiatives to address the BLM movement. These initiatives were to be created and led by Ms. Evans however it has been three months and the executive committee has yet to see any work. In this case I believe that bylaw 1-43 section f has been violated by Ms. Evans demonstrating that she has violated Appendix A 2 of the code of conduct.

Flannery Jewellers

The second time that Ms. Evans violated this section of the code of conduct was the following day on the retreat. Ms. Merriam was alerted by many messages and social media tags from multiple students about a controversial statement from the son of the owner of Flannery Jewellers. Students were reaching out to receive a response from the university administration regarding this statement as this business is heavily associated with our institution. It is stated in Bylaw 1-45 that as Vice President Advocacy, Ms. Evans shall act as the public relations officer for the UNBSU and shall advocate for all external student issues. There is no doubt that addressing this issue was to fall on Ms. Evans. However, I witnessed Ms. Evans ignore the situation unfolding as Grace Pelkey, Vice President Internal, and Ms. Merriam struggled to contact the university on this matter. It was incredibly apparent that both Ms. Merriam and Ms. Pelkey, were extremely stressed and frantic about the situation as it was completely out of the scope of their role. The entire executive committee, with the exception of Ms. Evans, recognized the impact the situation was having on Ms. Merriam and Ms. Pelkey. It is my belief that Ms. Evans violated Appendix A-2, A-11 A-13: Student Leader Code of Conduct

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when she chose to not take on the responsibility of her role and ignore the impact this was having on her coworkers.

Pride

At the beginning of our term there seems to be a large amount of focus put on Pride week by Ms.Evans. Since Pride seems to be a focus point for Ms.Evans I mentioned on the executive retreat that June was pride month, as I thought it was another good opportunity for the UNBSU to advocate for this community. The response from Ms.Evans was that she was working on Pride week in July and a UNBSU Pride initiative in August, for this reason I accepted that we would not focus on Pride Month even though many other student associations choose to acknowledge it.

The executive committee was also made aware by Ms.Evans that she had been working on the UNBSU Pride week initiative with STUSU Gender and Diversity councillor Tyler MaGee. There was no attempt to contact our own councillor Vienna Munck. Multiple members of the executive committee told Ms.Evans to contact our councillor for thoughts on this initiative since this related directly to the role. Ms.Evans responded on multiple occasions that she did not believe councillors could work in the summer even though we had told her, she could reach out for input on the initiative. We, the executive committee, stressed the importance of reaching out to Ms. Munck for ideas and input on the pride initiative. However, Ms.Evans chose to ignore us and failed to do so.

On the week of July 6th Ms.Evans informed the executive committee that she was no longer working with Tyler on the UNBSU initiative and that Pride week was sooner than she expected (the following week). She informed us that Ms.Merriam was to promote only the Fredericton Pride events and that UNB students would have to wait till pride history month, in october, to see any UNBSU initiatives.

The UNBSU missed out on initiatives for both pride week and pride month due to Ms.Evans lack of organization, effort, and the ability to do her job. By ignoring the importance of these initiatives Ms. Evans has violated Appendix A-2 and A-13 of the Student Leader Code of Conduct. She failed to meet the requirements of her role description in Bylaw 1-45 and did not work to create a positive and inclusive environment within the UNB community.

Diversity Action Plan (DAP)

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On the evening of June 9th I attended an online meeting for the Blackshirt team. It was brought to my attention that the UNBSU does not have a Diversity Action Plan. The Orientation team was also looking for some guidance from the executive team to include orientation week as part of the UNBSU diversity action plan. I felt it was very important to create one to show students how we as an organisation were addressing issues of injustice and encouraging an inclusive environment. The following day I emailed Ms.Evans (see attachment 1-A) to inform her of the previous evening's meeting and to make her aware of the possible new initiative. She chose to respond to my email by messaging me on Facebook (see attachments 1-B to D), she stated that she had contacted Mick Jefferies, her predecessor, to work on it. I proceeded to explain to her that she should not rely too heavily on Mr.Jefferies and should be leading her executive team on this initiative. I had also informed her that this could follow the goal we had set as part of initiatives we wanted to create following our Black Lives Matter address. My understanding following these messages and the small conversation we had in a meeting was that Ms. Evans was doing research and would reach out to the executive committee that week.

The following Monday after not receiving any updates from Ms.Evans, I scheduled a team discussion, for Tuesday, June 16th, to talk about the possibility of this initiative. I was hoping to come prepared to the Blackshirt meeting with whether we were doing this initiative or another. As a courtesy I emailed Ms.Evans to inform her of my intentions for this meeting (see attachment 1-E to I). The following day in the meeting we all agreed that Ms.Evans would take the lead on this initiative and would have something in a few weeks. She did end up doing some research and going over topics with the executive committee however it is currently mid September and there has been no further updates. To add on to this point, the Diversity Action Plan documents in the google drive has not been updated by Ms.Evans since the end of July.

Once again Ms.Evans has violated Appendix A-2 and A-13 of the Student Leader Code of Conduct by not bringing forward new initiatives for policies to ensure that students are well represented outlined in Bylaw 1-45 and failed to demonstrate inclusivity through the abandonment of this initiative.

Confidentiality (Typeform)

This instance was brought to my attention by Ms.Pelkey. At the beginning of our term the executive committee released a typeform to

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understand students' needs this year. We received many helpful responses but along with this came some more hateful messages. Ms. Evans took an interest in a hateful response directed towards her. She proceeded to make accusations against a student (hereby referred to as *Student A* as to protect their privacy) for writing this response. The typeforms were all anonymous but based on Ms. Evans' past experience with *Student A* and some information discussed in the response she began making accusations. Ms. Evans then proceeded to tell friends about the hateful response and accusations against *Student A*. These accusations were spread through external friend groups by Ms. Evans and ultimately were told to *Student A*, where they informed Ms. Pelkey about the unprofessionalism.

In this instance Ms. Evans violated the Human Resource Policy 11.1 by sharing confidential information collected by the UNBSU and sharing with friends her personal allegations against *Student A*. I believe that section 11.2 of the Human Resource Policy should be considered as this is a serious breach of confidentiality and a lack of professional behaviour on behalf of Ms. Evans.

First Human Resource Meeting

In order to be completely transparent, I would like to inform everyone that as the Human Resource representative of the UNBSU I met with Ms. Evans along with our President, Sean Mackenzie, and our General Manager, Karen Miner in order to address concerns and complaints we had received from the executive committee. The meeting's goal was to give Ms. Evans the opportunity to correct her behaviour and explain her misconduct. Ms. Evans chose to not follow the path of this meeting and instead chose to use this time to verbally attack myself and Mr. Mackenzie with personal, non-work related grievances. We still chose to give her the opportunity to change her behaviour at work. This sadly did not happen and the situation continued.

Hiring (conflict of interest)

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[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

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[REDACTED]

[REDACTED]

[REDACTED]

BAE Campaign

On August 12th, Ms. Evans choose to meet with our executive committee to discuss her Sexual Violence Prevention campaign. It had been brought to my attention previously to the meeting by Ms. Merriam and Vishnu Vardan, Vice President Student Life, that there had been issues regarding Ms. Evans work ethic on campaign. Knowing this I still went into the discussion with an open mind and ready to listen to Ms. Evans. After a few minutes of discussion on the name of the campaign we followed into the conversation of topics for each video segment of the campaign. The video segments seemed to have topics that were important to discuss in Sexual Violence Prevention among university students. I was concerned when I noticed there was no segment discussing the topic of consent under the influence. I expressed to Ms. Evans that I felt this was important to highlight as it seems to be common among university students. Ms. Evans proceeded to shoot down my opinion by saying she did not want

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an alcohol policy to be implemented by the institution. I continued to stress the importance of this subject along with other executive members however I felt as though Ms.Evans did not want to hear what was being said. I became so frustrated with this that I decided to leave the meeting. I believe Ms.Evans did not want to hear anyone else's thoughts on the subject.

In this instance Ms. Evans violated Appendix A-4 and A-13 of the Student Leader Code of Conduct by not creating an inclusive environment to discuss this topic and disrespecting executive members by not acknowledging their thoughts on an important issue.

Student Accessibility Center

This instance was brought to my attention by Ms.Pelkey in mid August. A student contacted Ms.Pelkey with concerns regarding the accessibility center. This became a bigger issue once Ms.Pelkey found multiple problems with the accessibility center. She attempted to contact Ms.Evans to inform her of the problems since it fell more in the scope of VP Advocacy. However, Ms.Evans did not attempt to aid in resolving these problems from the accessibility center, and instead chose to book a meeting with the Accessibility Center and the executive committee on August 25th to show us how the center works. I received a phone call from Ms.Pelkey after the meeting stating that she attempted to speak to the accessibility center once we left the call to discuss students issues. However, Ms.Pelkey could not do so since Ms.Evans decided to stay on the call to praise the presenter about her degree and qualifications, and to talk about Ms. Evans' own academics.

Ms. Evans was fully aware of the student issues that had been addressed to the UNBSU, and decided not to address them and instead praised the centre. By completely ignoring student issues, and not allowing a professional conversation to take place between Ms. Pelkey and the Accessibility Centre, I believe Ms. Evans has consciously prevented student advocacy to take place.

Ms.Evans not only failed to meet the requirements of her role by not advocating on student issues but also inhibited Ms.Pelkey from attempting to do the job for her. I believe this is a violation of the Student Leader Code of conduct Appendix A-2, A-4 and A-13.

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Group Human Resource Meeting

During the week of August 17th it became apparent to me that some executive members were experiencing very high levels of stress to the point of being hospitalized and wanting to resign. In an attempt to avoid the situation becoming worse I scheduled a mandatory meeting for the evening of August 25th. I was concerned that some members may attempt to derail the meeting objective of allowing each person to express frustration and concerns at a professional level. For this reason I created an agenda/script (see attachment 3-I) to make sure everyone had their chance to speak in order keep the meeting professional, inclusive and respectful.

On August 21st I messaged Ms.Evans to inform her that I had scheduled this meeting and ensure she was available (see attachments 3-A to 3-C). Ms.Evans informed me that she was out since she had surgery and may have difficulty speaking. To help out Ms.Evans, a few days later, I sent out to the executive committee a brief agenda outlining topics to prepare for discussion (see attachment 3-H).

During the meeting, on August 25th, I gave Ms.Evans the first opportunity to speak about work related issues that have been affecting. She declined this opportunity and allowed Ms.Pelkey to speak. Ms.Pelkey discussed a large list of major concerns. Once she was done I gave the floor to Ms.Evans again, who declined once again. I then gave the opportunity to Ms.Merriam to speak, who highlighted a list of work related issues. After discussing Ms.Merriam's concerns I gave the floor to Ms.Evans, who declined again. Ms.Evans finally took the opportunity to speak after all executive members had spoken except for myself. She did not choose to address any work related issues and instead took the opportunity to explain why pride did not happen as the City of Fredericton had it sooner than she expected and she did not want to do things alone.

Once I spoke, the executive committee went on to have an informal discussion about how we can help each other to better function as a team. I was satisfied at the end of the evening and believed my goals were met in this group discussion.

The following morning, August 29th, I received an email from Ms.Evans directed to the executive committee (see Attachment 3-D). I was concerned that after all the effort I put in to make sure the facilitation of this discussion was well received she believed she was disrespected. I sent a response to Ms.Evans in order to receive some clarification on the matter

Formal Complaint Report

(see attachment 3-D). Not long afterwards I received a response from Ms.Evans that was addressed to Mr.Mackenzie and sent to the entire executive committee including my private response (see attachment 3-E). Ms.Evans then proceeded to apologize by sending myself and Mr.Mackenzie the same response still addressed to Mr.Mackenzie (see attachment 3-F).

I believe that Ms.Evans took this opportunity to intentionally call me out by sending this email to the executive, claiming it was only for myself and Mr.Mackenzie, but using language such as "Everybody, please try to look at it from...". I believe my response to Ms.Evans (see attachment 3-G) respectfully highlights the goals behind the discussion, despite the unprofessional manner of her email considering the previous evening was to discuss her concerns.

This entire situation is a direct violation of the Student Leader Code of Conduct Appendix A-4 due to Ms.Evans' complete disregard for respect of myself as the Human Resources representative.

Ending Statement

After numerous attempts at resolving employee concerns, Ms. Evans has failed to improve her behaviour and fulfill her duties as described in bylaw 1-45. Ms. Evans has not held herself accountable in any sense to the lack of initiatives, programming, and advocacy for students, instead choosing to blame others. After two Human Resources meetings, and multiple attempts to address her misconduct, we believe it is imperative that Ms. Evans be removed from her position as Vice President Advocacy for the UNB Student Union.

Considering the aforementioned violations of our UNBSU Human Resources policy, our Student Leader Code of Conduct, and Bylaws we call for the impeachment of Vice President Advocacy Kelsi Evans. We believe that as per Human Resource policies 4.5 and 4.6, there are valid grounds for immediate removal.

We also request that the executive committee sign Non-Disclosure Agreements (NDA's) upon the acknowledgement of this report. Due to the broken policies and violations of our code of conduct as listed above, we do not believe with any confidence that Ms. Evans will refrain from attempting to influence the views of both council members and non-council members as per HR Policy 11.1. In order to complete a fully

Formal Complaint Report

unbiased investigation, recommendation, and decision, we believe it is imperative for the executive committee to sign NDAs.

Thank you for reviewing our concerns,

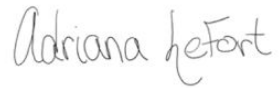
Vice President Communications

Deanna Merriam



Vice President Finance and Operations

Adriana LeFort



Formal Complaint Report

Items

Attachments 1-A

Diversity Action Plan 



Adriana LeFort <finance@unbsu.ca>
to Kelsi

Wed, 10 Jun, 13:42   

Hi Kelsi,

I just wanted to email you in regards to something that was brought to our attention in the Blackshirt meeting last night. I believe that it is concerning, given the current situation being highlighted in the media, that the UNBSU does not have a Diversity Action Plan. We did discuss at length last week what our team aims to do to promote diversity and inclusivity but I believe creating this plan is truly necessary after discussing it with other student leaders. The Diversity Action Plan would fall under the scope of your role but the exec as a whole should work on it. This is also something that could be brought up to advocacy committee and even policy committee if we wanted to adopt it as a policy. I just thought that in your role as VP Advocacy you could take the lead. Please let me know what you think.

All the best,
Adriana LeFort
VP Finance & Operations

Attachment 1-B



Kelsi Evans
Active 4m ago

JUN 11, 2020, 10:38 AM

Hey, sorry I haven't replied to that email you sent. Mick and I are talking about it and I'll get a solid response back to you later with a plan



JUN 11, 2020, 12:15 PM

Hey no worries. I think it's great to get a little bit of Micks input but we should probably work on it as a team since it should be something coming from us with you taking the lead.

Just my thoughts on it

Formal Complaint Report

Attachment 1-C



Kelsi Evans
Active 4m ago

Yeah it's just something that hasn't been done before so I wanted his input on how to go about it and if it was appropriate to take to advo committee and a sensible workload for it. I'm obviously going to bring it to exec I just needed a perspective on it before I start to plan it or decide how it's going to be done



No worries what the understanding that Vish and I had is that it would be modeled after the conversation we had as a team last week about diversity and safe places. Meaning we as an exec would design and come with goals for the plan and then bring it to advocacy committee or policy. I figured we've pretty much already discuss the plan just figured you could lead when it comes to actually put it on paper

Attachment 1-D



Kelsi Evans
Active 4m ago

JUN 11, 2020, 2:28 PM

Well yeah it was just a 2 message conversation with mick because we had been talking all day. I'm not trying to take it out of the group I was just focusing on the other stuff I had yesterday that was already planned and yesterday's priorities



Like I said it's no worries I just wanted to make sure you knew where I was coming from and the discussion that we had about it

Formal Complaint Report

Attachment 1-E

Diversity Action Plan Meeting

Inbox X



Adriana LeFort <finance@unbsu.ca>
to Kelsi

Mon, 15 Jun, 16:52 ☆ ↶ ⋮

Hey Kelsi,

I am gonna schedule a meeting for all of us to discuss the diversity action plan tomorrow. We have a meeting with the blackshirts tomorrow night and I would like to come prepared with something from the SU execs, therefore we should definitely discuss this tomorrow.

All the best,
Adriana LeFort
VP Finance & Operations

Attachment 1-F



Kelsi Evans <advocacy@unbsu.ca>
to me

15 Jun 2020, 17:29 ☆ ↶ ⋮

That's great. I already accepted the invite. This is a great idea. When you say you want to bring it to the black shirts do you mean have the entire plan created in tomorrow's meeting? Or just some ideas about how to create diversity within orientation? I was assuming that the DAP was going to take some time, which is why I think it is a good idea to bring it to the advocacy committee (once school starts) and when other groups start back up again to consult with them about their needs. Also, vish created a folder called SL and ADVO in the executive shared folder, and in it is the blank doc we are going to use for the DAP.

Thanks,

Kelsi Evans
VP Advocacy
UNB Student Union

Attachment 1-G



Adriana LeFort <finance@unbsu.ca>
to Kelsi

15 Jun 2020, 20:18 ☆ ↶ ⋮

I thought the plan was for us to come up with it together as an exec team with you taking the lead. The blackshirts are creating theirs tomorrow night and Niko and Gwyn were hoping that we as the exec could show the example as the SU. Like I was thinking this would be done ASAP given what is going on right now in the world especially. We basically already discuss this on the retreat just have to put pen to paper to come up with it properly. I look at the file in the folder and there isn't anything there. I am assuming in your roll you probably have so insight into this so I'm sure we can come up with something tomorrow, at least to tell the orientation committee we have something concrete. I'm sorry if you got confused about what I meant before.

All the best
Adriana LeFort
VP Finance & Operations
UNB Student Union

Formal Complaint Report

Attachment 1-H



Kelsi Evans <advocacy@unbsu.ca>
to me ▾

15 Jun 2020, 21:33 ☆ ↶ ⋮

Yup I know we are doing it as an exec with me taking the lead if everybody is comfortable with that. Just with my role consultation is key. My fault and apologies but I thought in your messages you specified the exec working on it and it also going to advo or policy committee which would happen when school started. That is my mistake. I do have some insight but I am not sure how much of a diversity plan we can make without consultation from our different groups on campus. One thing that I was taught in transition is not to say what other groups need just because we think it is important to them. What time is your blackshirt meeting tomorrow? I can try and fit as much consultation as I possibly can fit in tomorrow, but this would be good as a long term project so we properly do it and fully represent the needs of students as executives.

I was going to study but I will work on this tonight as much as I possibly can and hopefully have something for you tomorrow.

Kelsi Evans
VP Advocacy
UNB Student Union

Attachment 1-I



Adriana LeFort <finance@unbsu.ca>
to Kelsi ▾

15 Jun 2020, 21:57 ☆ ↶ ⋮

I completely understand where you are coming from, please do not worry about this tonight we are no longer in working hours. Please take your evening for yourself this is something we can discuss as a team tomorrow morning and figure out how we want to go about it as a team. We can definitely figure out where to go to present to the blackshirts tomorrow morning.

Adriana LeFort
VP Finance & Operations
UNB Student Union
She/Her/Hers

Formal Complaint Report

Attachment 2-A

Wellness Coordinator Interview > Inbox x



Adriana LeFort <finance@unbsu.ca>
to Kelsi ▾

Tue, 21 Jul, 15:22 ☆ ↶ ⋮

Hi Kelsi,

I just wanted to make sure that you are comfortable with interviewing all candidates. This is obviously something that was hard to judge through a screen, how you felt. I just want to make sure that there are no feelings or any type of bias that may get in the way of the hiring process. We have a large pool of candidates so the decision will not be easy either way, just let me know what you think.

All the best,
Adriana LeFort
VP Finance & Operations
UNB Student Union
She/Her/Hers
Phone: (506) 452-6233
Cell: (506) 476-3587
unbsu.ca



Territorial acknowledgement: We recognize and respectfully acknowledge that the UNB student experience takes place on unsundered and unceded traditional lands of Wolastoqiyik.



Kelsi Evans <advocacy@unbsu.ca>
to me ▾

Tue, 21 Jul, 15:53 ☆ ↶ ⋮

Hey Adri,

Thanks for reaching out. While reading the resumes I kept a very unbiased mind set; although, I cannot help but to be nervous interviewing Tea. It is very hard to pull myself together to speak to someone who had malicious intent for me a couple of months ago and caused me so much harm and trouble. I am able to still interview her with you, I just know I cannot be a good supervisor to her and do my job well for the reason I feel like I am always being judged by her. The executives last year had the concern with me working with anyone who had been a part of the appeal because of the way they treated me and their concerns are very real for myself and my wellbeing. As unbiased as I know I can be in the interview, you should know I have no intent to work with Tea. It would be not wise of myself to not follow the words of the people who were experienced enough to know that it would hurt me, my job, and my wellbeing. Thank you for understanding.

Kelsi Evans

Formal Complaint Report

Attachment 3-A



Kelsi Evans
Active 10m ago

Hey so you're the only person who has not responded and I know your on vacation but are you available Tuesday evening?

I need to know

I'm not on vacation I just had surgery. Can u send me a picture of my Tuesday schedule please

I also probably won't be able to talk a lot at all. I still can't speak because I can't move my tongue or my stitches will rip



I'm sorry it's just I'm very high on pain meds and I can't think of what's happening Tuesday

Its tuesday evening from 6-7pm so you don't have anything in your calendar

Attachment 3-B



Kelsi Evans
Active 10m ago

I understand you just had surgery but this meeting is really important so i need you present



I can go I just probably won't be able to speak a lot

Honestly we can let you type what you wanna say if its needed

Are there talking points that I could type out my opinions on before the meeting? If it's super important then I would like a fair chance to state my points and I honestly can't speak so I have to type and I'm a slow Tyler

Tyler*

Attachment 3-C



Kelsi Evans
Active 10m ago





Even if it's only like an hour or something before the meeting

It's just a discussion on stress levels and team work, I don't believe I really have anything you can prepare for.

Formal Complaint Report

Attachment 3-D

Respect  Inbox x  



Kelsi Evans

Wed, 26 Aug, 08:51



to Sean, Chantelle, me, Grace, Isabella ▾

Hello Everyone,

I would like to remind everybody about the act of respect at meetings. I believe it is extremely disrespectful that if someone has their hand raised, you believe that what you have to say is more important than that person raising their hand. I would also like to remind everybody that we strive to be an inclusive group and to not make people feel like they are excluded from conversations. Please remember this for our next meeting thank you.
Have a nice day,

Kelsi Evans

VP Advocacy

UNB Student Union

She/Her/Hers

Phone: (506) 458 7164

unbsu.ca



UNIVERSITY OF NEW BRUNSWICK
STUDENT UNION

Territorial acknowledgement: We recognize and respectfully acknowledge that the UNB student experience takes place on the stolen, unsundered, and unceded traditional lands of Wolastoqiyik.



Adriana LeFort <finance@unbsu.ca>

Wed, 26 Aug, 12:34



to Kelsi ▾

Hi Kelsi,

I am wondering if you could expand on this? I open my home to everyone last night because I believe we could have a respectful, safe, and inclusive conversation. From my perspective, everything went very well and everyone was included in the conversation and able to speak. Just wanna know where this is coming from.

All the best,

Adriana LeFort

VP Finance & Operations

UNB Student Union

She/Her/Hers

Formal Complaint Report

Attachment 3-E



Kelsi Evans

Wed, 26 Aug, 13:31



to Sean, Grace, Isabella, Chantelle, me ▾

Hello,

Sean, I understand you were typing and were not looking up often.

Expanding the subject, I am saying that when I raise my hand to respond to something, that if it is myself or anybody else, they should be the next person to speak; however, that is not the case. Whenever I raise my hand, it is overlooked and people will interject 5 or 6 times instead of raising their own hand. This personally makes me feel that the person interjecting feels like what they have to say is more important than what I wish to say or to respectfully wait their turn.

I am bringing this up because it is not the first time it has happened. It may not seem disrespectful to the person that is doing it; however, when I count up to 5 or 6 times that people have interjected while I clearly have my hand raised it brings extreme frustration and makes me feel that my response is less important.

I should have brought this up earlier in the term but I was nervous to because I felt like I was going to get the response of "nobody is meaning to be disrespectful" and I truly believe that it is no one's intentions to be disrespectful, although, when it is happening multiple times, I feel I have to raise the concern. Everybody, please try to look at it from the standpoint as though it was happening to you and how you would feel about it on multiple occasions.

All I am asking is that you acknowledge that this has made me uncomfortable at meetings and look further to how maybe the next time you see someone with their hand raised, you raise yours too instead of interjecting and making the other person feel as what they have to say is of less importance.

Kind regards,

Kelsi Evans

VP Advocacy

UNB Student Union

She/Her/Hers

Formal Complaint Report

Attachment 3-F

respect > Inbox x



Kelsi Evans
to Sean, me ▾

Wed, 26 Aug, 13:38 ☆ ↶ ⋮

(It came to my attention that I mistakenly hit reply all, so I deleted the email. This was just meant as a reply to sean and adriana)

Hello,

Sean, I understand you were typing and were not looking up often.

Expanding the subject, I am saying that when I raise my hand to respond to something, that if it is myself or anybody else, they should be the next person to speak; however, that is not the case. Whenever I raise my hand, it is overlooked and people will interject 5 or 6 times instead of raising their own hand. This personally makes me feel that the person interjecting feels like what they have to say is more important than what I wish to say or to respectfully wait their turn.

I am bringing this up because it is not the first time it has happened. It may not seem disrespectful to the person that is doing it; however, when I count up to 5 or 6 times that people have interjected while I clearly have my hand raised it brings extreme frustration and makes me feel that my response is less important.

I should have brought this up earlier in the term but I was nervous to because I felt like I was going to get the response of "nobody is meaning to be disrespectful" and I truly believe that it is no one's intentions to be disrespectful, although, when it is happening multiple times, I feel I have to raise the concern. Everybody, please try to look at it from the standpoint as though it was happening to you and how you would feel about it on multiple occasions.

All I am asking is that you acknowledge that this has made me uncomfortable at meetings and look further to how maybe the next time you see someone with their hand raised, you raise yours too instead of interjecting and making the other person feel as what they have to say is of less importance.

Kind regards,

Kelsi Evans
VP Advocacy
UNB Student Union
She/Her/Hers
Phone: (506) 458 7164

Formal Complaint Report

Attachment 3-G



Adriana LeFort <finance@unbsu.ca>
to Kelsi ▾

Wed, 26 Aug, 14:55 ☆ ↶ ⋮

Hi Kelsi,

Just so you are aware all executives received this email and it was not deleted from their inbox, my personal response to your message was shared with everyone. I want to go over the steps I took to make sure this meeting met my goals of being inclusive and respectful. I feel like this is being very misinterpreted and is taking an aggressive direction. If this was an issue for awhile you were given your turn to express your frustrations last night.

The first thing I did is take my Friday evening to write out a script for this meeting to make sure it was all planned out and that everyone was being respected. I also spoke to Sean for a good 45 minutes that night to ensure everything would run smoothly. I took part of my day off Monday to make an agenda, including my address, for everyone to come prepared. You were called upon multiple times to have your chance to express yourself but you told other people to go first. This was the formal part where everyone was given turns to speak, we then followed with a group conversation. This was a discussion format so nobody was really paying attention to hands being raised as the style of this conversation was to speak once someone is done. I did very much go out of my way to accommodate everyone in this discussion and make as inclusive as possible. I worked extremely hard to make this meeting go well and I believed it was successful.

All the best,

Adriana LeFort
VP Finance & Operations
UNB Student Union
She/Her/Hers
Phone: (506) 452-6233
Cell: (506) 476-3587

Attachment 3-H

UNB Student Union
2020/2021 Executive Team Meeting



August 25th, 2020
6pm-8pm, Location - Adriana's house

Introduction

- Meeting outline
- Guidelines
- Subject

Key action items

- Open discussion of stress (Each person will have a turn)
- This year's responsibility and expectations.
- Professionalism
- Townhall
- Bonding

Formal Complaint Report

Attachment 3-I

UNB Student Union
2020/2021 Executive Team Meeting



August 25th, 2020
6pm-8pm, Location - Adriana's house

Introduction (Adriana)

Okay, so I have called this meeting because it has become incredibly apparent that some of us on this team are experiencing very high levels of stress. And this can not continue. If we continue down this road one of us will burn out and quit. We all may laugh about it, but not being okay is not okay.

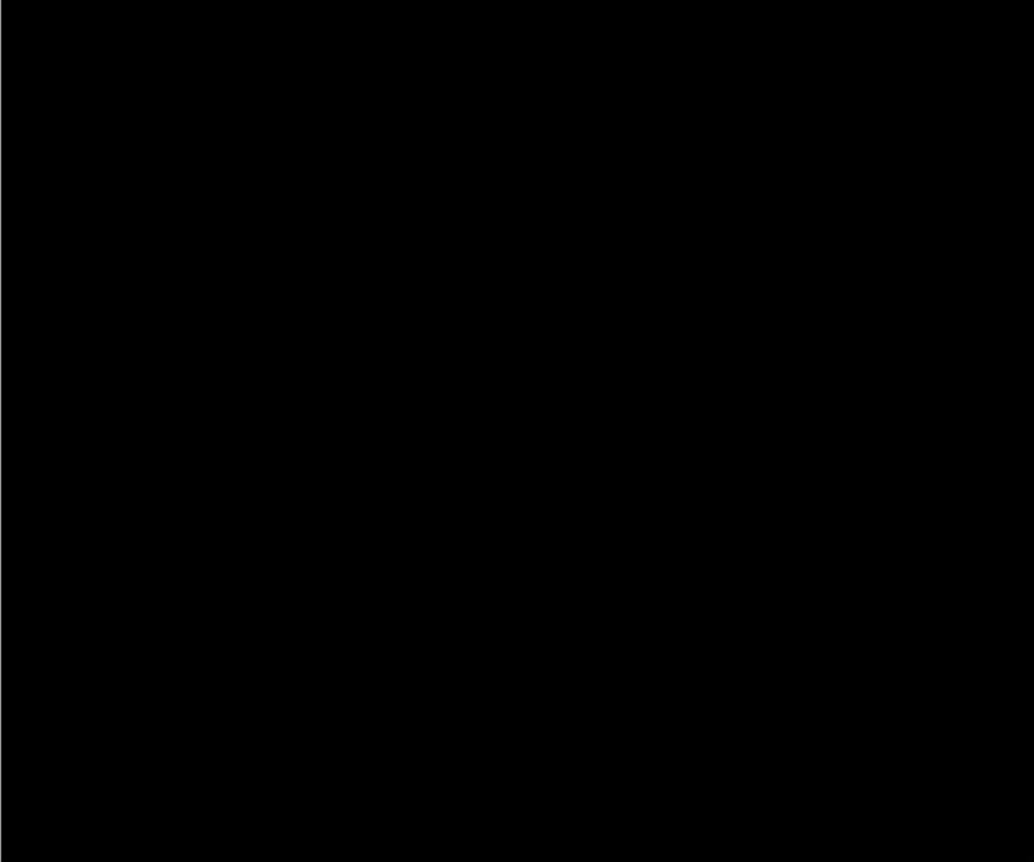
This meeting's purpose is to get everything out in the open so we can work out issues to better function in our roles. Nothing said in this room today should be shared or discussed with outside parties. If anyone chooses to begin attacking anyone during this discussion I will immediately shut down the conversation and we will move on. The purpose is NOT to personally attack anyone but to acknowledge that we are not all perfect and sometimes our action may affect another person's work. This meeting is to be constructive in letting out what we are stressed about and helping each other so we can function better as a team. Because yes in the end we are a team.

Key action items

- Open discussion of stress (Each person will have a turn to express concerns)
 - Kelsi
 - Grace
 - Deanna
 - Adriana
 - Sean
 - Vish
- This year is different and we need the reality to set in that if we aren't able to do something it might not get done. Nobody should be expected to take on something that is not in their role and have to push their stuff to the side.
- Don't say we can do something when you personally can't do it. We are human people understand we can't do everything.
- SPSERC

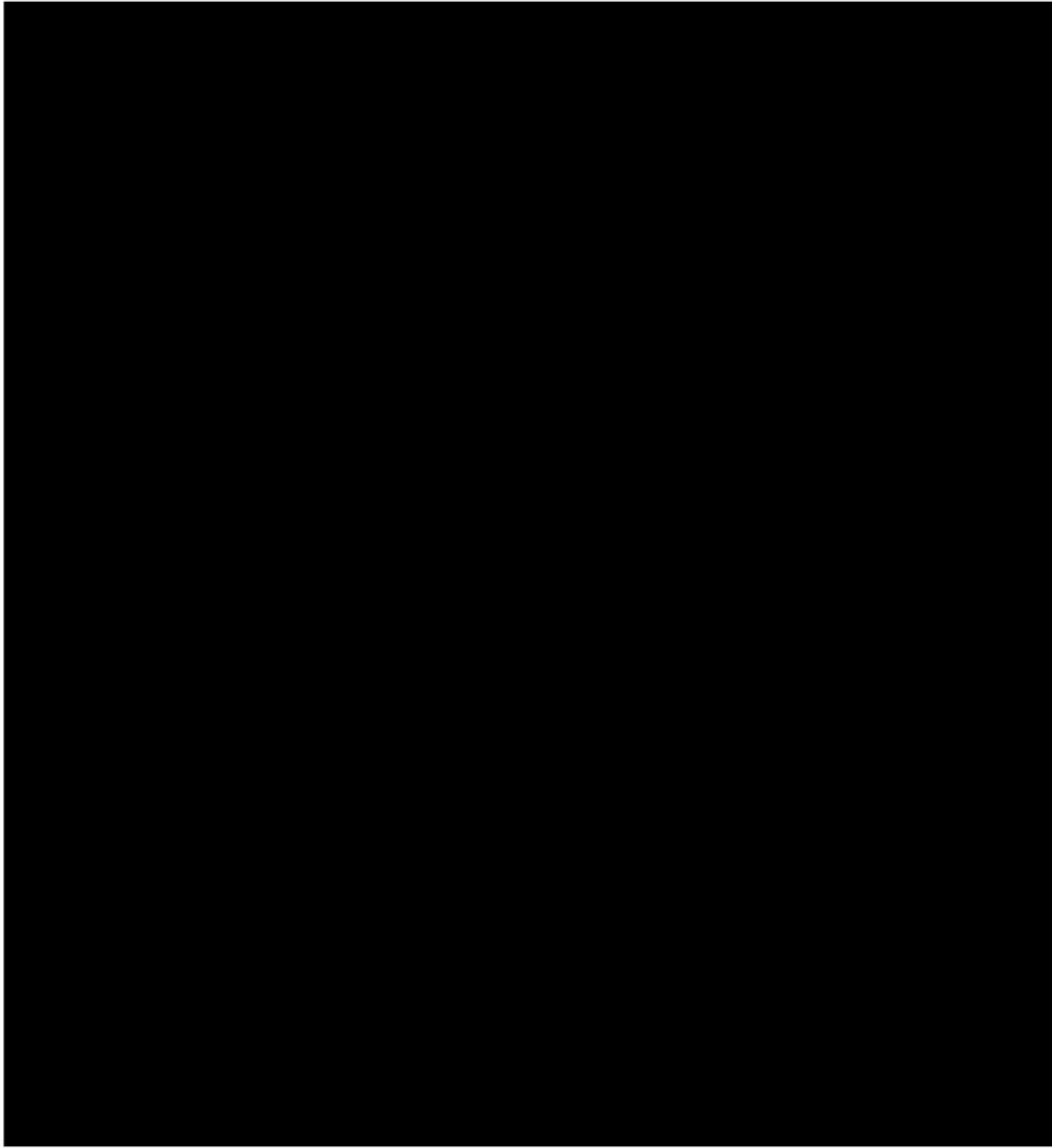
Formal Complaint Report

Attachment 4-A



Formal Complaint Report

Attachment 4-B



Formal Complaint Report

Attachment 5-A

Flannery Jewellers  Inbox x



Deanna Merriam <communications@unbsu.ca>
to Gina ▾

Thu, Jun 4, 5:25 PM   

Hi Gina,

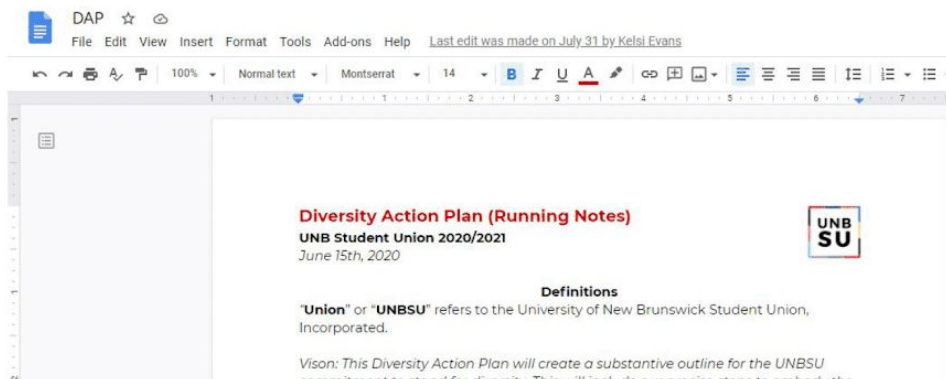
I'm reaching out today to ask for some help. As I'm sure your department has been made aware, Michael Flannery of Flannery Jewellers has been heavily criticized for racist remarks in light of the protests. We have had a lot of students contact us looking for a statement from UNB condoning the remarks and clarifying that the views represented in the post are not representative of UNB.

I have attached the post in question, and would like to know if it is possible/in the works for a statement to be released, as our students are very upset about this.

Please let me know, I appreciate any help on this matter.


—
Deanna Merriam
VP Communications
UNB Student Union
She/Her/Hers
Phone: (506) 451 6878
Cell: (506) 999-6131
unbsu.ca

Attachment 6-A



The screenshot shows a Microsoft Word document titled "DAP" with a star icon and a share icon. The ribbon includes File, Edit, View, Insert, Format, Tools, Add-ons, and Help. A status bar at the bottom indicates "Last edit was made on July 31 by Kelsi Evans". The document content includes:

- Diversity Action Plan (Running Notes)**
- UNB Student Union 2020/2021**
- June 15th, 2020
- Definitions**
- "Union" or "UNBSU" refers to the University of New Brunswick Student Union, Incorporated.
- Vison: This Diversity Action Plan will create a substantive outline for the UNBSU commitment to stand for diversity. This will include our precise steps to embody the*



Formal Complaint Report

Attachment 7-A

Executive+Report+May+15+2020.pdf 3 / 12

Vishnu, the Vice President Student Life, and I worked a lot these two weeks getting an early start with the Sexual Assault Taskforce (SAT) and the Sexual Violence Prevention team (SVPT). The SAT is a bi-campus organization with UNBSJ-SRC and ourselves. The SVPT is a tri-campus organization with St. Thomas University, NBCC, and ourselves. Vishnu and I read through the UNB Sexual Assault Policy and a sexual violence prevention and education strategy. After that, we collaborated with some ideas and plans for the year. We plan on continuing these plans to make them more concrete. Then this week, Vishnu and I met with Hilary Swan and Maggie Forsythe to discuss SAT and SVPT.

Open Educational Resources


New Brunswick Student Alliance has many policies regarding OER's. Grace, the Vice President Internal, and read through these policies and met to discuss an action plan regarding the OER's at UNB. I will be continuing my research this week on making student's lives more sustainable by helping Grace by creating campaigns for OER's so that the prices of textbooks can be dealt with.

Pride week

I started planning out a rough copy of what pride week will look like virtually. I hope to team up with the 203 and St. Thomas University for this virtual week. It is looking like it will be at the end of August again. This time we probably will not do it with the City of Fredericton because they are having theirs during the first week of July.

Attachment 8-A

Pride posts Social Media x

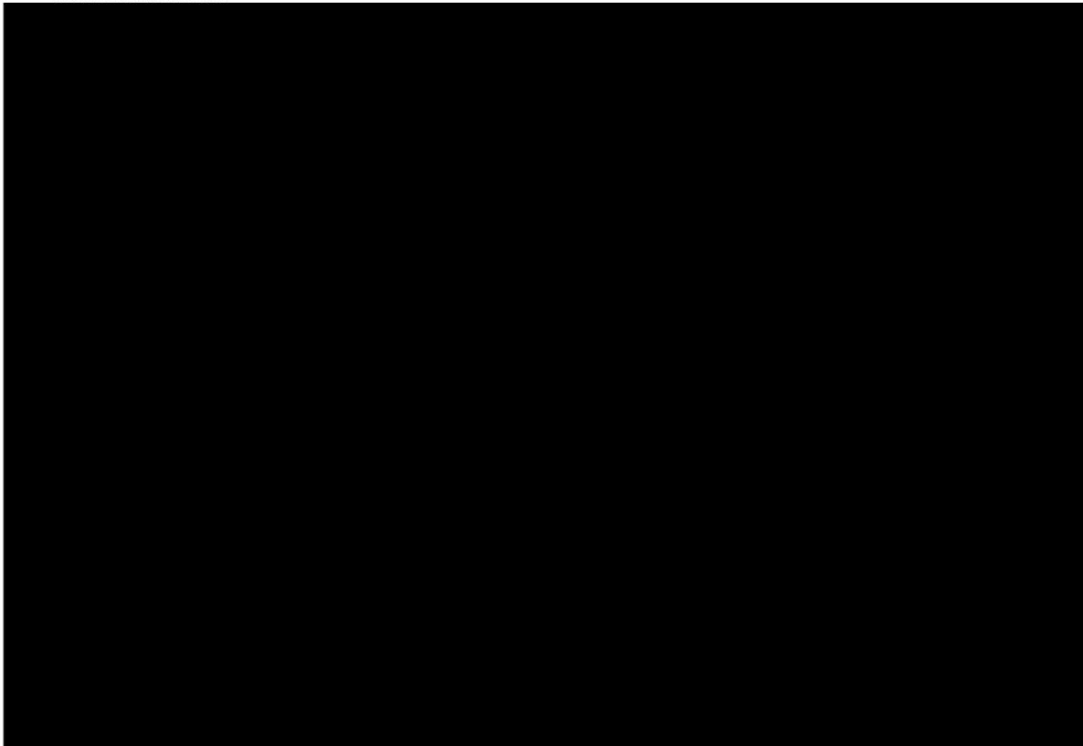
 **Kelsi Evans** <advocacy@unbsu.ca> Fri, Jul 10, 9:20 AM ☆ ↶ ⋮
to me ▾

Hey Deanna,
I was curious if you had time between 10:30am-12pm to quickly discuss the pride posts? If not then no worries.
Thanks,

Kelsi Evans
VP Advocacy
UNB Student Union
She/Her/Hers
Phone: (506) 458 7164
unbsu.ca

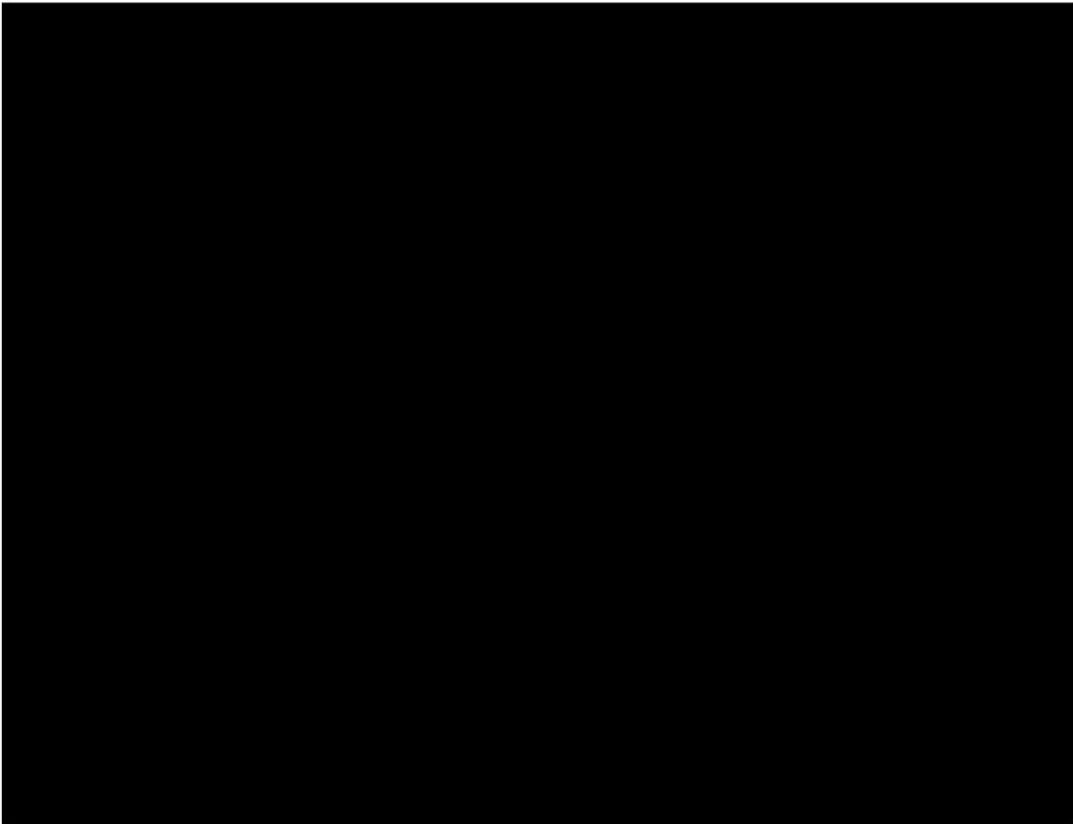
Formal Complaint Report

Attachment 9-A



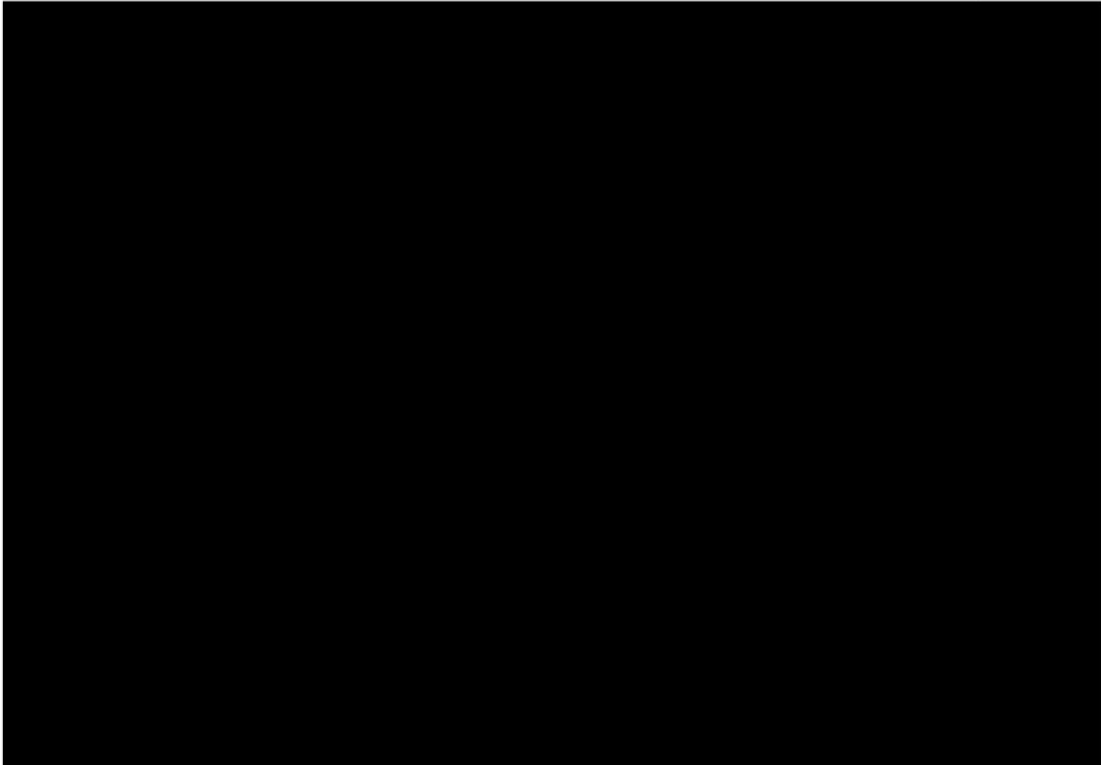
Formal Complaint Report

Attachment 9-B



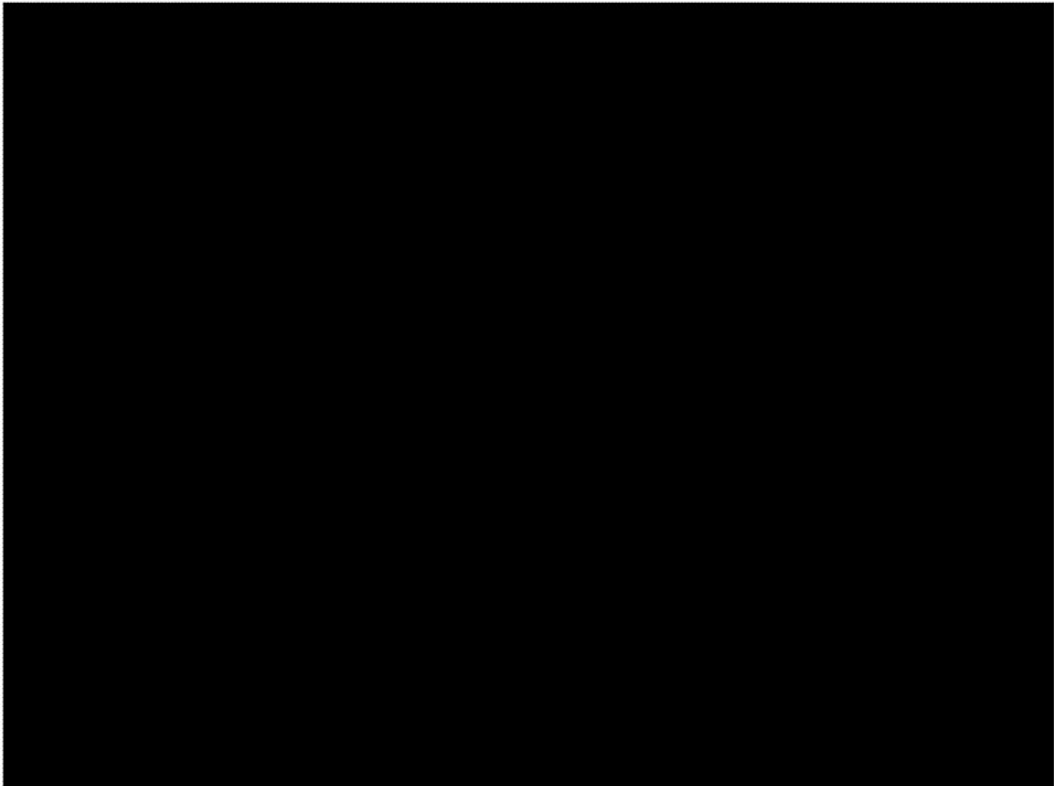
Formal Complaint Report

Attachment 9-C



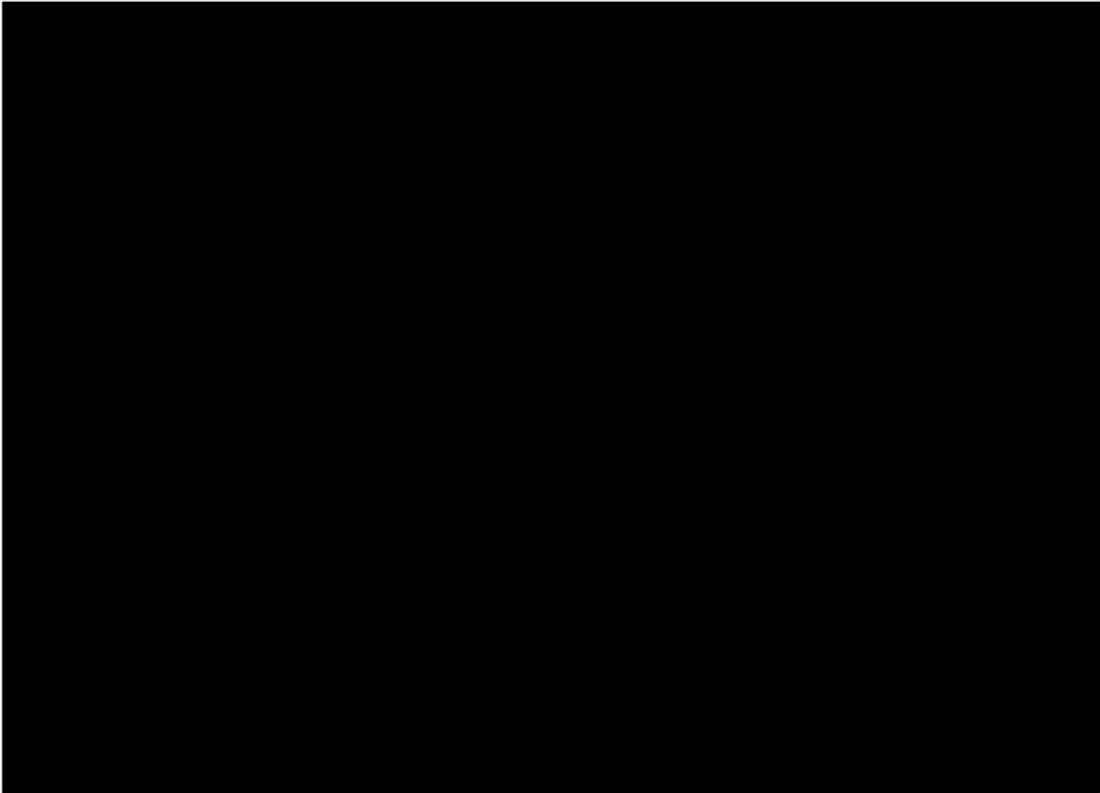
Formal Complaint Report

Attachment 9-D



Formal Complaint Report

Attachment 9-E



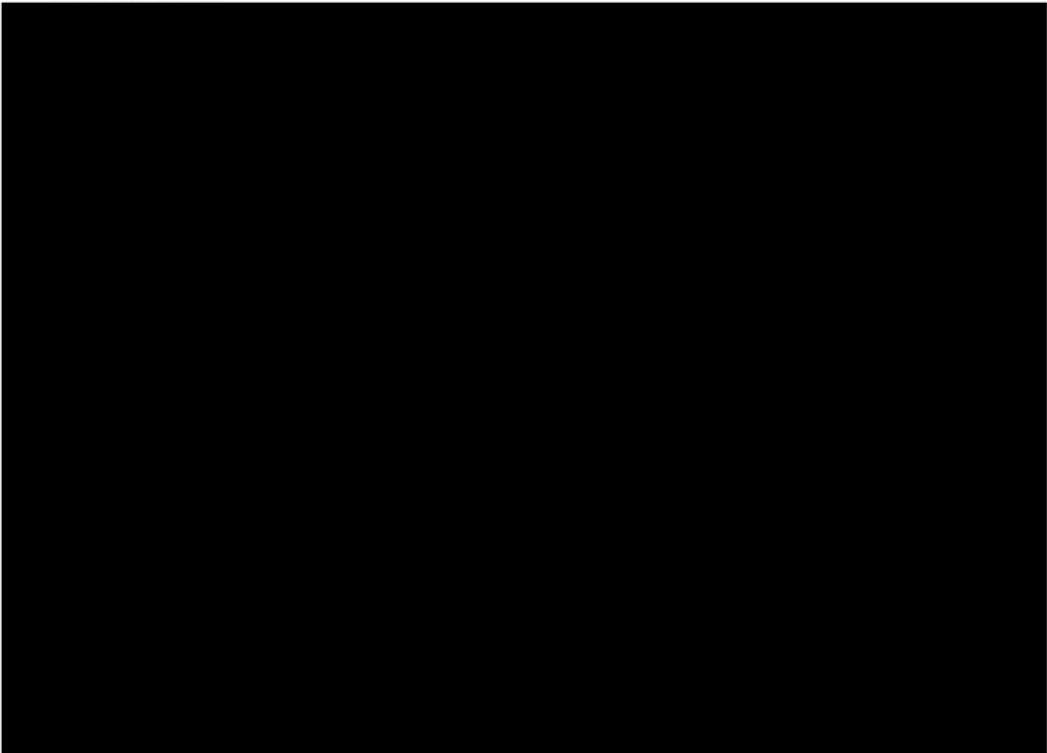
Formal Complaint Report

Attachment 9-F



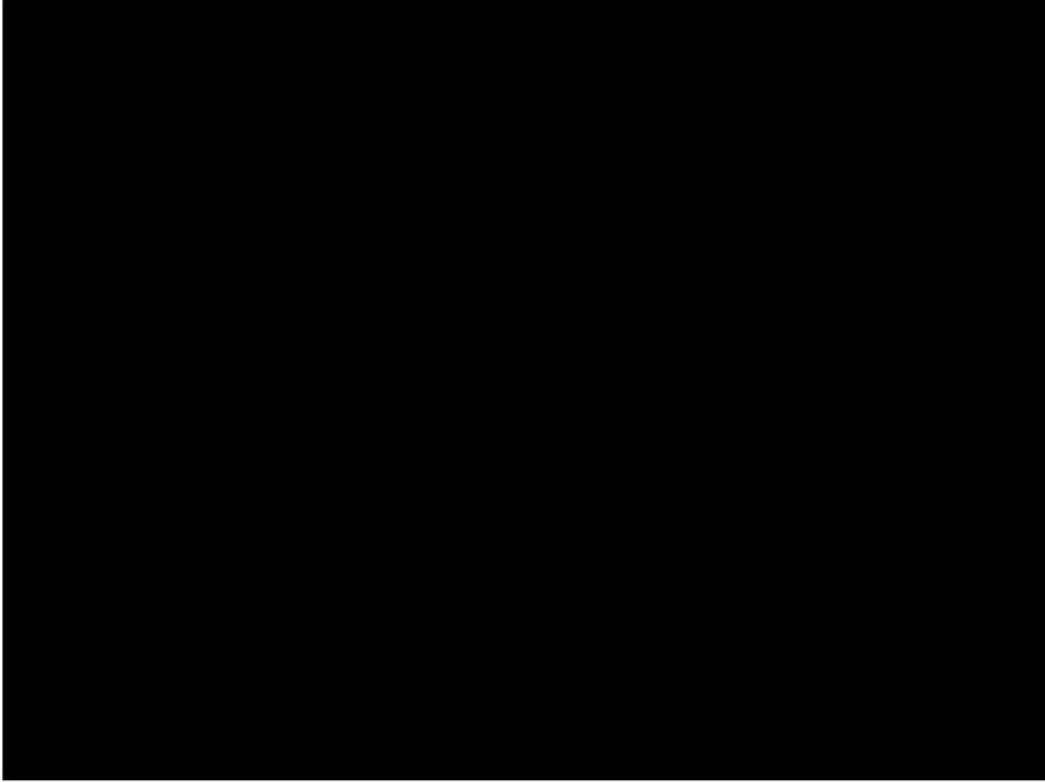
Formal Complaint Report

Attachment 9-G



Formal Complaint Report


Attachment 9-H



Formal Complaint Report


Attachment 10-A

Respect Inbox x 🔍 🖨 📧

 **Kelsi Evans** Wed, Aug 26, 8:51 AM ☆ ↶ ⋮
to Sean, me, Sam, Grace, Isabella ▾


Hello Everyone,
I would like to remind everybody about the act of respect at meetings. I believe it is extremely disrespectful that if someone has their hand raised, you believe that what you have to say is more important than that person raising their hand. I would also like to remind everybody that we strive to be an inclusive group and to not make people feel like they are excluded from conversations. Please remember this for our next meeting thank you.
Have a nice day,

Kelsi Evans
VP Advocacy
UNB Student Union
She/Her/Hers
Phone: (506) 458 7164
unbsu.ca



UNB SU
UNIVERSITY OF NEW BRUNSWICK
STUDENT UNION

Attachment 10-B

 **Kelsi Evans** Wed, Aug 26, 1:31 PM ☆ ↶ ⋮
to Adriana, Sean, Grace, Isabella, me ▾

Hello,
Sean, I understand you were typing and were not looking up often.
Expanding the subject, I am saying that when I raise my hand to respond to something, that if it is myself or anybody else, they should be the next person to speak; however, that is not the case. Whenever I raise my hand, it is overlooked and people will interject 5 or 6 times instead of raising their own hand. This personally makes me feel that the person interjecting feels like what they have to say is more important than what I wish to say or to respectfully wait their turn.
I am bringing this up because it is not the first time it has happened. It may not seem disrespectful to the person that is doing it; however, when I count up to 5 or 6 times that people have interjected while I clearly have my hand raised it brings extreme frustration and makes me feel that my response is less important.
I should have brought this up earlier in the term but I was nervous to because I felt like I was going to get the response of "nobody is meaning to be disrespectful" and I truly believe that it is no one's intentions to be disrespectful, although, when it is happening multiple times, I feel I have to raise the concern. Everybody, please try to look at it from the standpoint as though it was happening to you and how you would feel about it on multiple occasions.
All I am asking is that you acknowledge that this has made me uncomfortable at meetings and look further to how maybe the next time you see someone with their hand raised, you raise yours too instead of interjecting and making the other person feel as what they have to say is of less importance.
Kind regards,

Kelsi Evans
VP Advocacy
UNB Student Union

Formal Complaint Report

Attachment 10-C

On Wed, Aug 26, 2020 at 12:34 PM Adriana LeFort <finance@unbsu.ca> wrote:

Hi Kelsi,

I am wondering if you could expand on this? I open my home to everyone last night because I believe we could have a respectful, safe, and inclusive conversation. From my perspective, everything went very well and everyone was included in the conversation and able to speak. Just wanna know where this is coming from.

All the best,

Adriana LeFort

VP Finance & Operations

UNB Student Union

She/Her/Hers

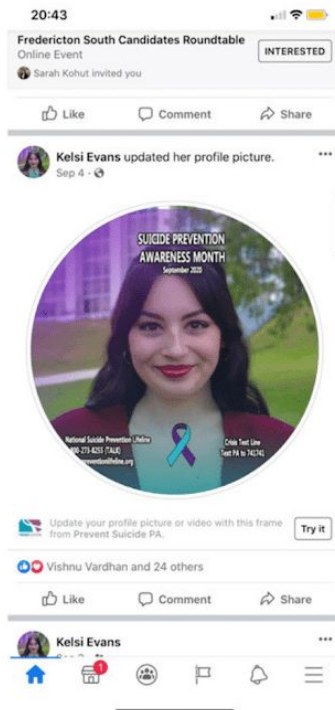
Phone: (506) 452-6233

Cell: (506) 476-3587

unbsu.ca

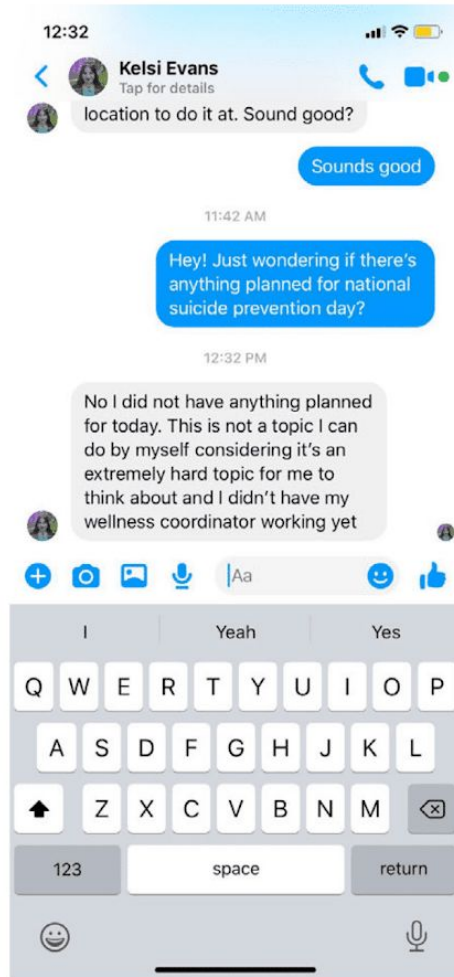


Attachment 11-A



Formal Complaint Report

Attachment 11-B



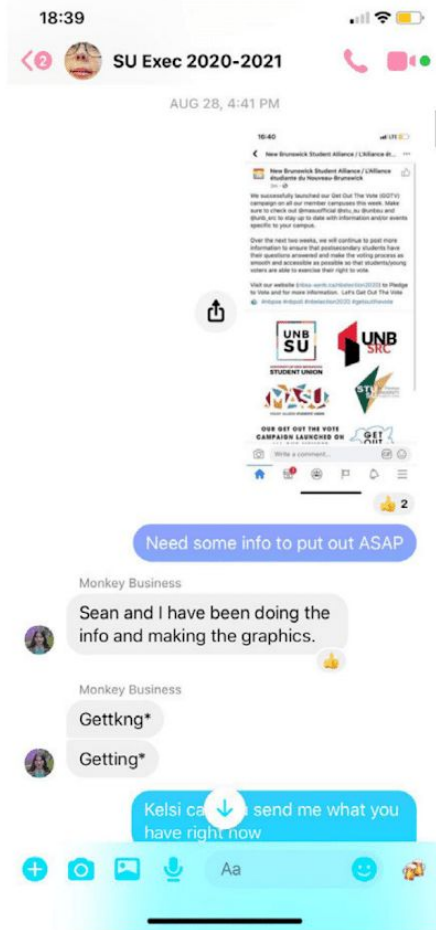
Formal Complaint Report

Attachment 12-A



Formal Complaint Report

Attachment 12-B:



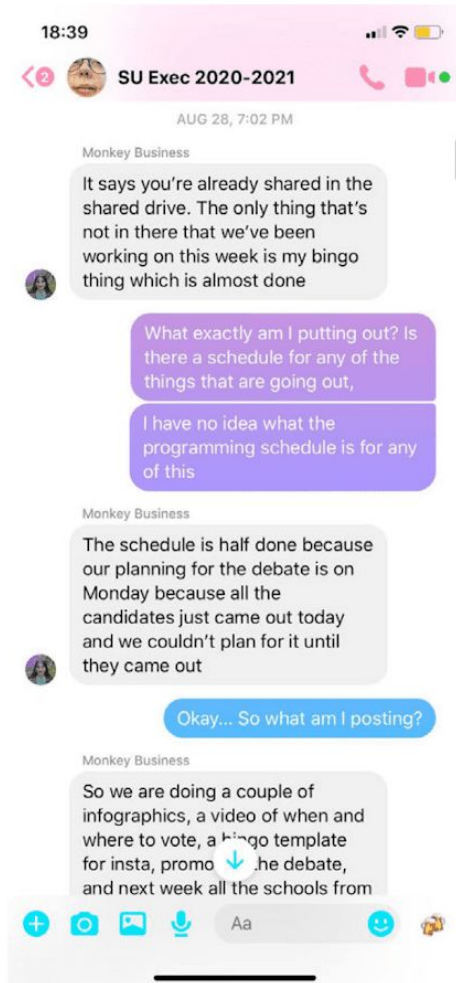
Formal Complaint Report

Attachment 12-C



Formal Complaint Report

Attachment 12-D



Formal Complaint Report

Attachment 12-E

