

Dawe, Emily Abigail

From: Konechny, Jennifer
Sent: Wednesday, May 8, 2024 3:39 PM
To: Wells, Lynette; Janes, David Charles; Browne, Joseph Francis; Whelan, Meaghan; Garnier, Kevin Michael; Edwards, Robert Charles; Edwards, Laura M.
Subject: RE: Convocation Disruption Meeting

Good afternoon everyone,

Based on the availability poll, this meeting is now scheduled on Monday, May 13 at 2:00 PM. The link to join is also included below.

Microsoft Teams [Need help?](#)

Join the meeting now

Meeting ID: [REDACTED] s. 31 (1) (l)

Passcode: [REDACTED] s. 31 (1) (l)

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)

Thank you,
Jennifer

From: Konechny, Jennifer
Sent: Monday, May 6, 2024 10:34 AM
To: Garnier, Kevin M. <kmgarnier@grenfell.mun.ca>; Wells, Lynette <lwells@mun.ca>; Janes, David Charles <dcjanes@mun.ca>; Edwards, Robert <bedwards@grenfell.mun.ca>; Edwards, Laura <ledwards@grenfell.mun.ca>; Browne, Joseph Francis <jfbrowne@mun.ca>; Whelan, Meaghan <mcwhelan@mun.ca>
Subject: Convocation Disruption Meeting

Good morning everyone,

To schedule this one-hour, virtual meeting, please complete the following poll to indicate your availability:

[POLL HERE](#)

Once we have a time that works for everyone, a meeting link and details will be sent out.

Thank you,
Jennifer

From: McDougall, Greg <gmcdougall@mun.ca>
Sent: Friday, May 3, 2024 1:59 PM
To: Garnier, Kevin M. <kmgarnier@grenfell.mun.ca>; Wells, Lynette <lwells@mun.ca>; Janes, David Charles <dcjanes@mun.ca>; Edwards, Robert <bedwards@grenfell.mun.ca>; Edwards, Laura <ledwards@grenfell.mun.ca>; Browne, Joseph Francis <jfbrowne@mun.ca>; Whelan, Meaghan <mcwhelan@mun.ca>

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NOTE TO APPLICANT: The remainder of this email thread has been provided to you previously via ATIPP Request 002-09-27-24, package 007.

IAP Office

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Dawe, Emily Abigail

Subject: Convocation Disruption
Location: Microsoft Teams Meeting

Start: Mon 5/13/2024 2:00 PM
End: Mon 5/13/2024 3:00 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Chief Risk Officer
Required Attendees: McDougall, Greg; Wells, Lynette; Browne, Joseph Francis; Janes, David Charles; Whelan, Meaghan; Edwards, Robert Charles; Edwards, Laura M.; Garnier, Kevin Michael

s. 29 (1) (a)

[Redacted] We have been asked that we all get together to discuss, and review our plans.

A few of the items [Redacted] s. 29 (1) (a)

- 1) [Redacted]
- 2) [Redacted] s. 29 (1) (a)

Microsoft Teams [Need help?](#)

Join the meeting now

Meeting ID: [Redacted] s. 31 (1) (l)
 Passcode [Redacted] s. 31 (1) (l)

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)

Dawe, Emily Abigail

From: Konechny, Jennifer
Sent: Tuesday, May 14, 2024 3:01 PM
To: McDougall, Greg
Subject: RE: DRAFT

Tidied up below.

Jennifer

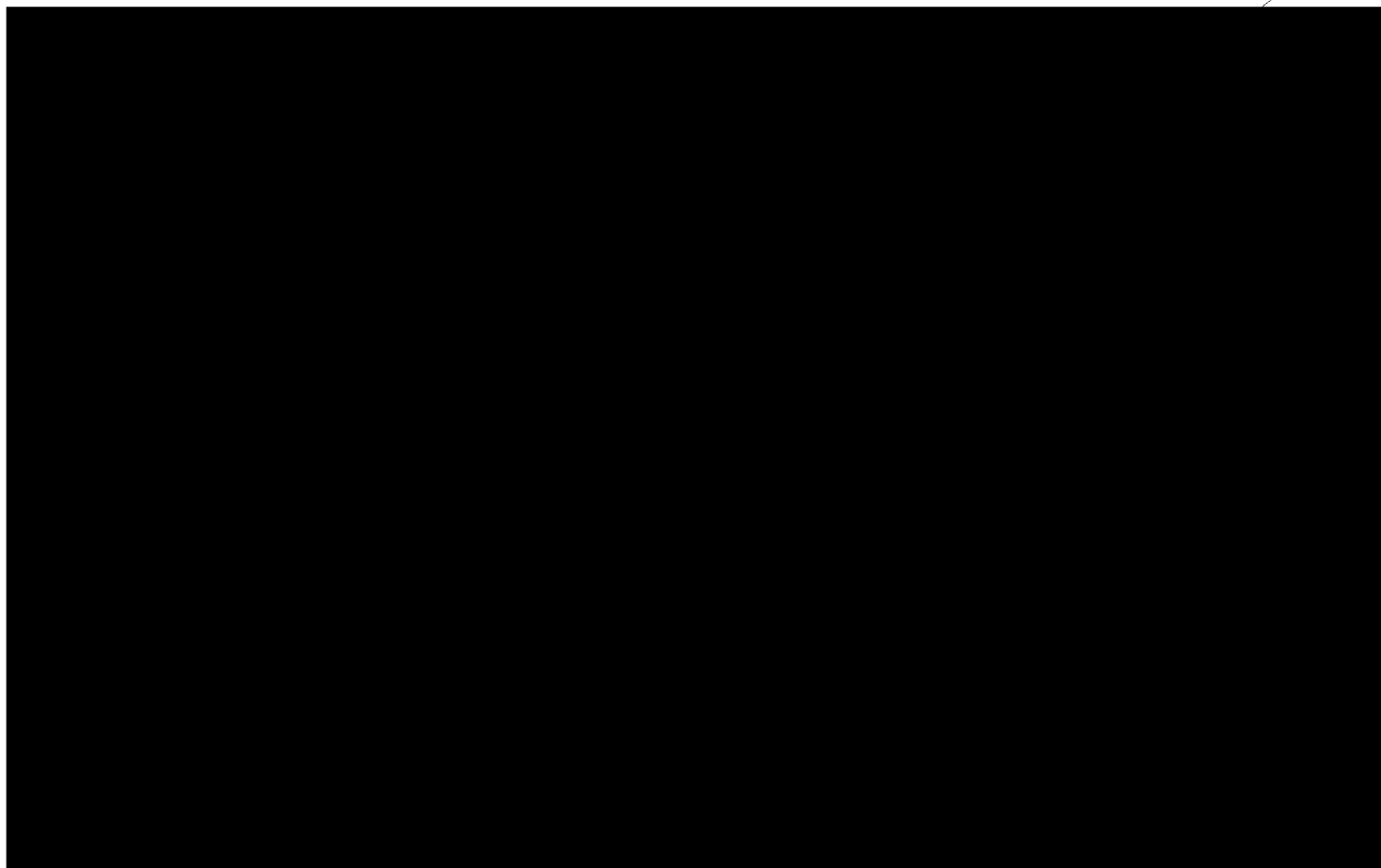
From: McDougall, Greg <gmcdougall@mun.ca>
Sent: Tuesday, May 14, 2024 2:37 PM
To: Konechny, Jennifer <jkonechny@mun.ca>; Whelan, Meaghan <mcwhelan@mun.ca>
Subject: DRAFT

Hello all,

Looking for feedback on the elements of the recommendation for this morning's meeting. The following is for the purpose of security planning and policy advice. We are preparing this at the request of General Counsel.

Given the President's desire to support and allow peaceful student protest, we would like to make the following recommendation for managing an encampment.

s. 29 (1) (a)





s. 29 (1) (a)

Issues: Palestine (Main issue)
Housing and Tent City 4 Change
Indigenous Relationships

Likelihood of Occurrence: [Redacted]

s. 29 (1) (a)

Factors for the risk assessment: [Redacted]

s. 29 (1) (a)

Risks:



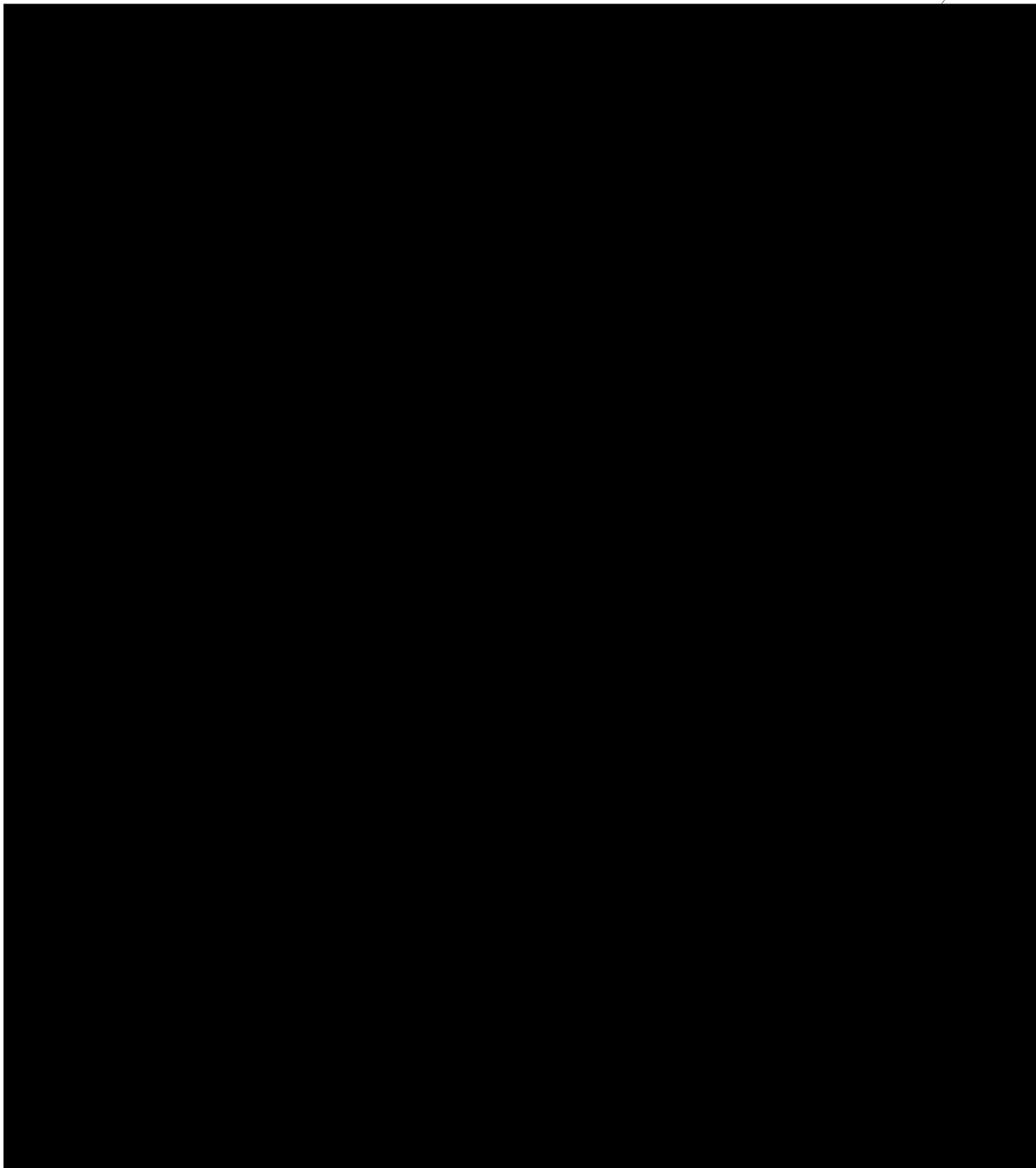
Relevant Legislation, Policy & Procedures:

s. 29 (1) (a)



s. 29 (1) (a)

s. 29(1)(a)



Greg McDougall
Office of the Chief Risk Officer
Memorial University of Newfoundland

FM 1020, 14 Phelan Road
St. John's, Newfoundland | A1C 5S7
Cell: [REDACTED] s. 40 (1)
Email: gmcDougall@mun.ca

We acknowledge that the lands on which Memorial University's campuses are situated in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

Dawe, Emily Abigail

From: Chief Risk Officer
Sent: Wednesday, May 22, 2024 2:44 PM
To: McDougall, Greg
Subject: FW: Encampment on the St. John's campus

Hi Greg,

Please see the following message.

Jennifer

From: [REDACTED] s. 40 (1)
Sent: Wednesday, May 22, 2024 1:25 PM
To: Chief Risk Officer <cro@mun.ca>; President, The <munpres@mun.ca>
Subject: Fwd: Encampment on the St. John's campus

I am writing to express my profound concern and outrage regarding the recent developments and the email I received about the encampments. [REDACTED]

s. 40 (1)

Firstly, the issue of property destruction is glaring. Across Canada, the United States, and Europe, such encampments have consistently left behind a trail of devastation. This includes heaps of garbage, anti-Semitic graffiti, bottles and buckets filled with human excrement, drug paraphernalia, and other waste. This is a blatant destruction of school grounds, which, according to your statement, is apparently not tolerated. [REDACTED] university will somehow be the exception and manage to avoid such damage? It seems incredibly naive to think so. s. 40 (1)

s. 40 (1)

Secondly, the safety of [REDACTED] students is at serious risk. Many of these encampments are infiltrated by non-students, raising significant security concerns. How will you ensure the safety of [REDACTED] student body when outsiders with potentially harmful intentions join these gatherings? s. 40 (1)

Lastly, and most critically, is the issue of hate speech. Your email asserts that "discrimination, hate speech, harassment or destruction of property are not tolerated." Have any of you actually observed these protests? Have you listened to the chants and read the signs? Many of these protests are rife with hate speech. For example, the chant "From the river to the sea" is a direct call for the genocide of Jews. How can this be overlooked or condoned?

Let me provide more explicit examples for clarity:

- "Death to Israel/to the Jews"
- "Intifada, intifada!" (a call for violent uprising)
- "Hitler was right!" (a vile, deeply offensive statement)
- Chants praising the Hamas attacks on October 7th

These are not isolated incidents but recurring themes across various campuses. [REDACTED] truly willing to bend the knee to such terrorist ideologies? Is this the narrative [REDACTED] want to endorse at Memorial University? s. 40 (1)

Moreover, it is deeply alarming how students are being influenced. They are exposed to just enough information to make them dangerous, without a comprehensive understanding of the complexities involved. This type of indoctrination leads to behaviors and ideologies that can incite violence and discrimination, fundamentally undermining the very principles our academic institutions are supposed to uphold. Ask any student at the protest which river and which sea

they are chanting about, and you will find that many are being manipulated into chanting for genocide without even knowing it. They are being unwittingly indoctrinated into supporting hate-filled rhetoric and actions, often without a clear understanding of the profound implications of their words.

Will there be 24/7 security monitoring these encampments to ensure the safety and rights of other students? Somehow, that seems doubtful.

The time for decisive action is now. I trust you will consider these points with the seriousness they deserve.

----- Forwarded message -----

From: **President Neil Bose** <updates@mun.ca>

Date: Tue, May 21, 2024 at 4:45 PM

Subject: Encampment on the St. John's campus

To: [REDACTED] s. 40 (1)

Earlier today, Tuesday, May 21, tents were erected on the St. John's campus by a student group expressing their solidarity with Palestine.

Memorial fully supports freedom of expression, and the right of members of our community to express themselves through peaceful protest.

Our focus is on maintaining a safe environment for all members of the university community: those who are protesting, those who disagree with the protest and those who remain neutral. This means that discrimination, hate speech, harassment or destruction of property are not tolerated. The university expects protests held on Memorial campuses to be conducted within the boundaries of Memorial's policies, codes of conduct and the law, as protests held over the last two weeks have been.

Following the initial protest in early May, Memorial was in contact with the protest organizers. A meeting with university leaders has been scheduled, and we look forward to maintaining a constructive, mutually respectful dialogue.

Memorial acknowledges the tragedy, strife and hardship experienced by individuals affected by the ongoing Israel-Hamas war and supports a peaceful resolution for citizens in the impacted region. We recognize that many people in our university community have connection to the areas and affected communities.

Some members of our community have expressed concerns about their safety in light of protest activities. While we have no reason to believe that there is a risk to safety on our campus at this time, if you have particular concerns, please contact the Office of the Chief Risk Officer at cro@mun.ca.

As a reminder, supports are available from the university.

Online and phone-based community mental health and wellness supports, for students on all campuses, can be accessed through the Student Wellness and Counselling Centre website (<https://www.mun.ca/studentwellness/>). International students who have questions and need support may also contact international@mun.ca, while graduate students can also reach out to sgs@mun.ca.

The Employee Assistance Program is a free, confidential service available to faculty and staff 24 hours a day. Information about how to access services is available online (<https://www.mun.ca/hr/services/wellness/eap.php>).

Dawe, Emily Abigail

From: Peters, Dennis
Sent: Thursday, May 23, 2024 10:34 AM
To: MUN4PALESTINE
Subject: Re: Following up

Follow Up Flag: Follow up
Flag Status: Completed

Hi,

Thanks for following up. I did speak in person with some members of your group on Tuesday afternoon (and yesterday morning and this morning), but I can understand that that communication may not get to everyone.

Unfortunately, we aren't able to facilitate extended access to campus buildings, so they will be open during regular hours. For AA, it's open 8 am - 6 pm on Saturday and closed on Sunday. I believe the library is open 10 am - midnight on Sunday and Field House is open 7:45 am - 8:00 pm on Saturday and Sunday. Outside of regular building hours, you'll need to make other arrangements.

You are right that we have not seen any hate speech, harassment, violence or other violations on the encampment, and we are very happy about that. So far you are clearly doing a great job of keeping everything in line. Your message has been conveyed to senior admin, and I will remind them that you have committed to avoid such actions. That said, in our public messaging, it is important that we be clear that certain things can't be tolerated since there may be others who may want to join but do not have such a clear understanding. It is also important that the public understand that this is a peaceful protest and we're defending your right to do that and highlighting things that it is not is one way to make that clear.

I hope this is helpful. Please reach out if you have any concerns.

Cheers,
D. Peters

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DENNIS K. PETERS, Ph.D., P.Eng., FEC, SMIEEE | ACTING ASSOCIATE VICE-PRESIDENT (ACADEMIC) AND DEAN OF STUDENTS

Office of the Associate Vice-President (Academic) and Dean of Students
Memorial University of Newfoundland and Labrador
St. John's, NL | A1C 1T0
T 709 864 2985
avpas@mun.ca

www.mun.ca/student-services/

From: MUN4PALESTINE <munstudents4palestine@gmail.com>
Date: Thursday, May 23, 2024 at 09:17
To: Dennis Peters <dpeters@mun.ca>
Subject: Re: Following up

Good morning Dr. Peters

Following up to confirm if you received this email from Tuesday afternoon.

We are wondering if there is any response to the request re. building access particularly as hours are scheduled to be reduced over the weekend.

We would also like to confirm if the last point around messaging was conveyed to leadership as Dr. Bose statement on last evenings NTV segment did highlight concerns of hate speech and harassment without any clarification that we have not engaged in this behaviour and have expressed a clear commitment to not engage in or allow such behaviours.

On Tue, May 21, 2024 at 3:23 PM MUN4PALESTINE <munstudents4palestine@gmail.com> wrote:

Thanks for connecting with us Dr. Peters.

We understand and share your desire for this to be resolved quickly.

We are flexible on a meeting time but it is important to us that all relevant Memorial decision-makers be included to ensure that the meeting can be productive and move effectively toward disclosure and divestment.

If you could provide the earliest date which those previously identified relevant decision makers can meet, we will make every effort to make that time work. Our position is that we intend to maintain our demonstration until an agreeable MoU is accepted and signed. As we navigate scheduling the meeting, Memorial leadership is welcome to provide feedback on the proposed MoU which was sent to the president this morning.

You informed us this morning that there was no desire by Memorial to request police intervention, thank you for that. We would suggest some other opportunities to ensure the safety of students as this demonstration continues. Namely, we ask that, in the interest of student safety and well being, that the Arts and Administration building be accessible later into the evening to allow access to washrooms and water fountains. Please let us know if this would be possible. We also ask that Memorial refrain from any unfounded accusations or suggestions that our demonstration is engaging in discrimination, hate speech or harassment. This movement is led by a diverse community of activists from various backgrounds. Our movement comes from a place of radical love, empathy, and an understanding that all of our liberation is connected. Our movement is not engaging in and will not engage in or welcome any hate or intolerance of any kind. We are committed to this. It is important that Memorial understand that any unfounded claims or suggestions that this movement engages in discrimination, hate speech, or harassment puts participating students at an increased risk of verbal and physical abuse.

Thank you

On Tue, May 21, 2024 at 12:31 PM Peters, Dennis <dpeters@mun.ca> wrote:

s. 40 (1)

Hi [redacted] and [redacted] s. 40 (1)

It was nice speaking with you this morning, and I hope we can have a fruitful dialogue around your concerns. Please don't hesitate to contact me if there is anything I can do to help ensure this remains a safe, respectful, and peaceful protest. (And, of course, I'd like to bring it to an end as quickly as possible, but I understand your position that that will require movement on the part of the university, and that is beyond my current scope.)

We discussed the possibility of moving the planned meeting with the senior administration up to an earlier date. We, of course, need to work with complicated schedules of the right people to be involved, but please let me know if you'd like to explore that and if there are dates that do or don't work for you.

Cheers,

D. Peters

.....

DENNIS K. PETERS, Ph.D., P.Eng., FEC, SMIEEE | **ACTING ASSOCIATE VICE-PRESIDENT (ACADEMIC) AND DEAN OF STUDENTS**

Office of the Associate Vice-President (Academic) and Dean of Students
Memorial University of Newfoundland and Labrador
St. John's, NL | A1C 1T0
T 709 864 2985
avpas@mun.ca

www.mun.ca/student-services/

Dawe, Emily Abigail

From: [Redacted] s. 40 (1)
Sent: Thursday, May 23, 2024 10:18 PM
To: Chief Risk Officer
Subject: Re: Trespassing Policy

Hi :

I appreciate your getting back to me.

Hate speech is as noted. But I found it interesting that what you directed me to regarding trespassing actually has a reference to MUN disallowing such activity. I assume that the general public would not be allowed to opt for MUN, instead of Pippy Park, for example. The homeless, aka unhoused, may be allowed given the Colonial Building example.

Some people are "more equal than others" it would seem. And those would be the culturally appropriating, law breaking, occasionally hate mongering, terrorist supporting, rabble.

Encouraged by a lack of fairness and consistency of the application of assessing risk, not only physically but related to reputation, the classically ignorant will press on with great haste and much enthusiasm.

And one day the silent majority will become the oppressed and as the saying goes, there will be nobody left to protect them. They'll be outside the tents. And even a Chief Risk Officer will be irrelevant.

Cheers,

[Redacted] s. 40 (1)

[Redacted] s. 40 (1)

On Thu, May 23, 2024 at 11:24 AM Chief Risk Officer <cro@mun.ca> wrote:

Hello [Redacted] s. 40 (1)

Thank you for your email.

MUN's Policy on Trespass is legislation and is The Newfoundland and Labrador *Petty Trespass Act (1990)*.

Hate speech is actually governed by the *Criminal Code of Canada C-46*.

However in applying this measure there are sections around the *Occupational Health and Safety Act and Regulation of NL* which includes workplace violence and bullying and harassment.

Memorial's Universities further internal Policies and Procedures that can apply in addition to the Criminal Act would be :

1. *The Student Code of Conduct* for Students: <https://www.mun.ca/student/student-supports-and-services/respectful-campus-community/student-code-of-conduct/>
2. *Respectful Workplace Policy* : <https://www.mun.ca/hr/myhr/healthy-workplace/respectful-workplace/>

Please let us know if you have any further questions.

Greg

From: [REDACTED] s. 40 (1)
Date: Thursday, May 23, 2024 at 10:45 AM
To: Chief Risk Officer <cro@mun.ca>
Subject: Trespassing Policy

Hi:

Can you direct me to MUN's policy on trespassing and also hate speech?

Thanx.

Cheers,



s. 40 (1)

Dawe, Emily Abigail

From: [REDACTED] s. 40 (1)
Sent: Friday, May 24, 2024 11:41 AM
To: president@mun
Cc: ViceProvostEDIAR; Vice-President (Academic)
Subject: MUN Divestment Call

Importance: High

Dear Dr. Bose:

I am writing to express urgent and heartfelt solidarity with the students and supporting MUN administrative staff and faculty calling for MUN to review, divest and otherwise sever ties from all Israel-connected corporate interests and supporting relationships. I include here any research and development activities with military and surveillance applications that may also wind up being used in the commission of the ongoing oppression and killing.

s. 40 (1)

I hope this province's one university - [REDACTED] - will honour the growing body of international evidence demonstrating that what is being perpetrated by Israel and its allies in the occupied territories of Palestine is genocide. This crime of crimes has no justification ever.

[REDACTED]

s. 40 (1)

For peace,

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: Browne, Joseph Francis
Sent: Friday, May 24, 2024 11:11 AM
To: Chief Risk Officer; Wells, Lynette; Tobin, Heather; Tobin, Holly
Subject: RE: [REDACTED] s. 40 (1)

Categories: Hold

[REDACTED] s. 29(1) (a)

JB

From: Chief Risk Officer <cro@mun.ca>
Sent: Friday, May 24, 2024 10:57 AM
To: Wells, Lynette <lwells@mun.ca>; Browne, Joseph Francis <jfbrowne@mun.ca>; Tobin, Heather <heathert@mun.ca>; Tobin, Holly <htobin@mun.ca>
Subject: FW: [REDACTED] s. 40 (1)

[REDACTED] s. 29(1) (a)

Greg

From: [REDACTED] s. 40 (1)
Date: Friday, May 24, 2024 at 10:55 AM
To: Chief Risk Officer <cro@mun.ca>
Cc: acadadminpvpa <acadadminpvpa@mun.ca>, "Konechny, Jennifer" <jkonechny@mun.ca>, "Browne, Carla Marie" <cbrowne@mun.ca>, "President, The" <munpres@mun.ca>, "Associate VP (Academic)" <assocvpa@mun.ca>, "Tobin, Heather" <heathert@mun.ca>
Subject: Re: [REDACTED] s. 40 (1)

s. 40 (1)

[REDACTED]

On Fri, May 24, 2024, 10:43 AM Chief Risk Officer <cro@mun.ca> wrote:

Hi [REDACTED] s. 40 (1)

[REDACTED] s. 40 (1)

Thanks

Greg

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NOTE TO APPLICANT: The remainder of this email thread has previously been provided to you via ATIPP Request 002-09-27-24, package 004.

Dawe, Emily Abigail

From: President, The
Sent: Friday, May 24, 2024 1:15 PM
To: Chief Risk Officer
Cc: Bose, Neil; Brown, Margot; Beh, Patricia
Subject: FYI - FW: Students 4 Palestine

FYI – another item that is not a template email.

Regards,
Rose
Rose M. Frew, Executive Assistant to the President (Correspondence)
President's Office, Room A-2028
Arts and Administration Building | 230 Elizabeth Avenue
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
t: 709.864.8212 | f: 709.864.2059 | emai: president@mun.ca



We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: [REDACTED] s. 40 (1)
Sent: Friday, May 24, 2024 11:08 AM
To: President, The <munpres@mun.ca>
Cc: Pike, April <aprilpike@mun.ca>
Subject: Students 4 Palestine

I am standing with the Students 4 Palestine and support the human rights of all people. I am asking that our University do the same.

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: President, The
Sent: Friday, May 24, 2024 1:27 PM
To: Chief Risk Officer
Cc: Bose, Neil; Brown, Margot; Beh, Patricia
Subject: FYI - FW: Solidarity with Student Encampment

Email below is not a "template" email.
Also below in the email string is the item issued by the group MUN Students 4 Palestine seeking support.

Regards,
Rose
Rose M. Frew, Executive Assistant to the President (Correspondence)
President's Office, Room A-2028
Arts and Administration Building | 230 Elizabeth Avenue
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
t: 709.864.8212 | f: 709.864.2059 | emai: president@mun.ca



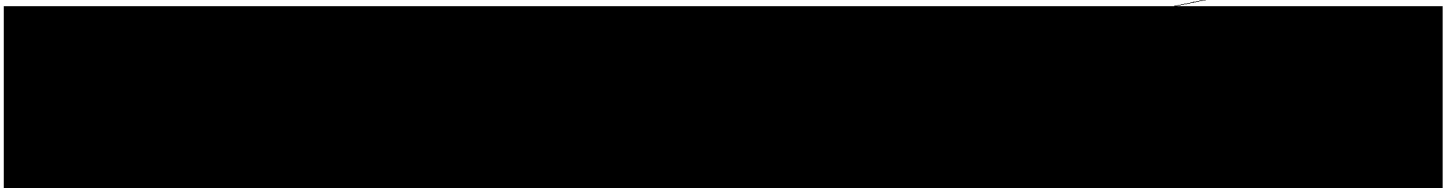
We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: [REDACTED] s. 40 (1)
Sent: Friday, May 24, 2024 10:00 AM
To: President, The <munpres@mun.ca>
Cc: Plstn Ctn <plstnctn@gmail.com>
Subject: Fwd: Solidarity with Student Encampment

Dear President Bose,

I write to express my support for the MUN Students for Palestine and their encampment outside the Arts and Admin Building, and for their demands to MUN administration.

s. 40 (1)



This injustice, particularly the violent expulsion of Palestinians from their land and homes, has been taking place since the British mandate in Palestine following WWI. In recent decades, it has been getting more and more intense, particularly since the assassination of Itzak Rabin in 1994, as the peace process has stalled, and the extremists in both Israel and the occupied Palestinian lands have had the upper hand.

Now we witness the Israeli war on Gaza and its immense and disastrous consequences for Palestinian civilians in Gaza. [REDACTED] it is vital that we speak out for peace, and that we pressure our institutions and governments to support a peaceful resolution to this conflict, rather than the escalation we have observed in recent months and years.

s. 40 (1)

s. 40 (1)

[redacted] at MUN, the Institutions in question is the University. I fully support the student's demands for MUN transparency and divestment.

In the 1980's, students successfully pressured universities and governments to divest from the Apartheid regime in South Africa. This international student movement played a crucial role in bringing about the end of Apartheid in that country.

Now it is our turn to support peace and justice, this time in Palestine.

s. 40 (1)

[redacted], it is vital that our country support peace, and a resolution to this conflict. In particular, it is vital that our country not supply weapons or other aid (monetary or otherwise) to the Israeli military.

[redacted]

Sincerely,

s. 40 (1)

[redacted]

s. 40 (1)

Begin forwarded message:

From: Plstn Ctn <plstnctn@gmail.com>
Subject: Solidarity with Student Encampment
Date: May 24, 2024 at 02:44:12 GMT+1
To:

Hi there,

I am emailing on behalf of MUN Students for Palestine. We have established an encampment outside of the Arts and Admin building, to urge MUN Administration to meet our demands. We are requesting that the Administration disclose any direct or indirect investment in arms manufacturers or organizations involved in Israeli human rights violations, and divest from arms manufacturers and companies that support and enable human rights abuses as a part of prolonged military occupation, apartheid, and genocide, and boycott any arms manufacturers or organizations involved in Israeli breaches of international law. As well, we ask that Memorial publicly condemn the current genocide in Gaza, and support the rebuilding of Palestinian universities and scholarship.

As Faculty of Memorial University, if you support this movement then please email president@mun.ca ahead of our meeting with Admin on May 24th at 11am, expressing your support for the encampment and urging them to meet our demands.

Additionally, we will be chanting at 10:30am outside of the Arts and Administration to show Admin the solidarity behind our movement. We ask that you join us, and extend an open invitation to visit Yazan's Yard anytime.

In solidarity,

MUN Students 4 Palestine

NOTE TO APPLICANT: This attachment has been previously provided to you via ATIPP Request 002-09-27-24, package 002.

IAP Office

Dawe, Emily Abigail

From: President, The
Sent: Friday, May 24, 2024 1:57 PM
To: Chief Risk Officer
Cc: Brown, Margot; Beh, Patricia; Bose, Neil
Subject: FYI - FW: MEDIA RELEASE - CUPE 4554 joins call for Memorial University to disclose and divest
Attachments: MEDIA RELEASE CUPE 4554 - MUN Students For Palestine.pdf

For your information, there is no indication who would have been on the distribution list.

Regards,
 Rose
 Rose M. Frew, Executive Assistant to the President (Correspondence)
 President's Office, Room A-2028
 Arts and Administration Building | 230 Elizabeth Avenue
 Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
 t: 709.864.8212 | f: 709.864.2059 | email: president@mun.ca



We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: Rhea R [REDACTED] s. 40 (1)
Sent: Friday, May 24, 2024 7:13 AM
To: Rhea R [REDACTED] s. 40 (1)
Subject: MEDIA RELEASE - CUPE 4554 joins call for Memorial University to disclose and divest

Please see the media release attached -- thank you!

For Immediate Release x LOCAL 4554

May 24, 2024

CUPE 4554 at Memorial University supports student encampment; joins call for Memorial to disclose and divest

Canadian Union of Public Employees Local 4554 is calling on Memorial University to disclose its financial investments and divest from any funds connected to Israel or arms manufacturers.

On May 23 the local passed a resolution supporting the student encampment organized by MUN Students For Palestine and the students' right to protest. The resolution also calls on Memorial University to disclose and divest as per the students' demands.

“Our local includes some members who are in the Memorial pension plan,” said a CUPE 4554 spokesperson. “Members have been asking Memorial where their money is going and thus far have received no response from the university. Plan members and the public have the right to know where their money is being spent and at present Memorial is failing to uphold that obligation.”

The local is making a financial donation in support of the cause, and some local members have also committed to joining the student encampment if it continues.

“We salute the courage and resolve of the students and others who are speaking out,” said CUPE 4554. “We’re pleased to see that Memorial is respecting the students’ right to protest and expression, and expect them to continue to do so. But equally urgent is that Memorial disclose and divest. Universities should not be investing in weapons manufacturing, and must do better at ensuring their funds - including public tax dollars and students’ tuition fees - are spent in ethical ways. That means divesting from anything that could benefit an apartheid regime which has killed tens of thousands of Palestinians in an ongoing, deliberately orchestrated genocide.”

CUPE 4554 calls on other labour unions both on campus and in the wider community to also support students and the broader Free Palestine movement.

“Unions have an important role to play in this struggle, and the ongoing genocide ought to horrify all of us. Whether it’s through disclosure and divestment of pension plans, or lobbying our politicians to levy sanctions and arms blockades against Israel, unions have a responsibility to do what we can to try to end the ongoing genocide.”

Media Contacts:

Rhea Rollmann, CUPE 4554 President

s. 40 (1)

Kat McLaughlin, CUPE 4554 Vice-President

s. 40 (1)

Dawe, Emily Abigail

From: President, The
Sent: Friday, May 24, 2024 1:55 PM
To: Chief Risk Officer
Cc: Bose, Neil; Brown, Margot; Beh, Patricia
Subject: FYI - FW: Time Sensitive - Support for MUN Students for Palestine

Being forwarded to CRO as requested.

Regards,
Rose
Rose M. Frew, Executive Assistant to the President (Correspondence)
President's Office, Room A-2028
Arts and Administration Building | 230 Elizabeth Avenue
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
t: 709.864.8212 | f: 709.864.2059 | email: president@mun.ca



We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: [REDACTED] s. 40 (1)
Sent: Friday, May 24, 2024 7:40 AM
To: President, The <munpres@mun.ca>
Subject: Time Sensitive - Support for MUN Students for Palestine

Dear Dr. Bose,

I write to you this morning to express my support for MUN Students for Palestine. In meeting the demands of this protest, MUN would be demonstrating alignment with human rights and international law.

s. 40 (1)

The ongoing genocidal acts imposed on Palestinians has been of particular concern [REDACTED]
[REDACTED] Palestinians are facing famine, increased threats of communicable diseases, and various forms of intentional violence as direct results of Israel's forces. MUN, a medical school, must not be complicit in genocidal acts.

Students across the country are looking to our institutions to do the right thing: disclose and divest.

Thank you for meeting with MUN Students for Palestine today and acknowledging my support for their demands.

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: President, The
Sent: Friday, May 24, 2024 2:02 PM
To: Chief Risk Officer
Cc: Bose, Neil; Brown, Margot; Beh, Patricia
Subject: FYI - FW: Support for MUN Students for Palestine

Being forwarded as requested.

Regards,
Rose
Rose M. Frew, Executive Assistant to the President (Correspondence)
President's Office, Room A-2028
Arts and Administration Building | 230 Elizabeth Avenue
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
t: 709.864.8212 | f: 709.864.2059 | emai: president@mun.ca



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From: [REDACTED] s. 40 (1)
Sent: Thursday, May 23, 2024 9:51 PM
To: President, The <munpres@mun.ca>
Subject: Support for MUN Students for Palestine

[REDACTED] and I support MUN Students for Palestine. Listen to their demands.

s. 40 (1)

Dawe, Emily Abigail

From: President, The
Sent: Friday, May 24, 2024 2:03 PM
To: Chief Risk Officer
Cc: Bose, Neil; Brown, Margot; Beh, Patricia
Subject: FYI - FW: Support for divestment

Being forwarded as requested.

Regards,
Rose
Rose M. Frew, Executive Assistant to the President (Correspondence)
President's Office, Room A-2028
Arts and Administration Building | 230 Elizabeth Avenue
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
t: 709.864.8212 | f: 709.864.2059 | emai: president@mun.ca



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From: [REDACTED] s. 40 (1)
Sent: Thursday, May 23, 2024 6:24 PM
To: President, The <munpres@mun.ca>
Subject: Support for divestment

Hello,

[REDACTED] s. 40 (1)

I would like to voice my support for MUN Students for Palestine. I agree that the University should divest from Israel as I feel it is an ethical and moral obligation to do so.

Crimes against humanity are being committed and we have to do whatever we can to promote peace in the world.

Please disclose and divest. We can be on the right side of history.

Thank you,

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: President, The
Sent: Friday, May 24, 2024 2:07 PM
To: Chief Risk Officer
Cc: Bose, Neil; Brown, Margot; Beh, Patricia
Subject: FYI - FW: Alumni in Support of Mun Students for Palestine

Being forwarded as requested.

Regards,
Rose
Rose M. Frew, Executive Assistant to the President (Correspondence)
President's Office, Room A-2028
Arts and Administration Building | 230 Elizabeth Avenue
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
t: 709.864.8212 | f: 709.864.2059 | emai: president@mun.ca



We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: [REDACTED] s. 40 (1)
Sent: Thursday, May 23, 2024 11:22 AM
To: President, The <munpres@mun.ca>
Subject: Alumni in Support of Mun Students for Palestine

Hello, [REDACTED] s. 40 (1)

[REDACTED] I stand wholeheartedly with the students asking MUN to divest from Israel and weapon manufacturing. [REDACTED]
[REDACTED] Our tuition money has no place in war.

[REDACTED] s. 40 (1)

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: Browne, Jennifer
Sent: Friday, May 24, 2024 4:01 PM
To: Chief Risk Officer
Cc: Browne, Joseph Francis
Subject: FW: Solidarity with Student Encampment

Sharing an email received by the Dean of Graduate Studies that was also sent to numerous others on campus as well.

Jennifer

Jennifer Browne, EdD (she/her)
 Director, Student Life
 Adjunct Professor, Faculty of Education
 University Centre, Room 4000
 Memorial University of Newfoundland
 St. John's, NL, Canada, A1C 5S7
 T: (709) 864 8312 or (709) 864 2523
jbrowne@mun.ca

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: Amy M Warren <awarren@mun.ca>
Sent: Friday, May 24, 2024 3:44 PM
To: Browne, Jennifer <jbrowne@mun.ca>
Subject: FW: Solidarity with Student Encampment

Please see e-mail below. I can't find Joseph's e-mail so if you could forward along I would appreciate that.
 Amy Warren

Amy M. Warren, PhD
 Associate Vice President (Academic) and Dean
 School of Graduate Studies
 Bruneau Centre for Research and Innovation
 Memorial University
 230 Elizabeth Avenue
 St. John's, NL, Canada
 A1C 5S7
 (709) 864-2478
 WebEx room: <https://mun.webex.com/meet/██████████> s. 31(1) (l)

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: [REDACTED] s. 40 (1)

Date: Thursday, May 23, 2024 at 11:07 PM

To: "faajayi@mun.ca" <faajayi@mun.ca>, "Arnold, Kara" <arnoldk@mun.ca>, "jsbartlett@mun.ca" <jsbartlett@mun.ca>, "carlos.bazan@mun.ca" <carlos.bazan@mun.ca>, "d.bennett@mun.ca" <d.bennett@mun.ca>, "Brown, Trevor" <travorb@mun.ca>, "Byrne, Alyson Elizabeth" <alyson.byrne@mun.ca>, "Clouston, Christine" <cclouston@mun.ca>, "Coady, Peggy" <pacoady@mun.ca>, "gcooke@mun.ca" <gcooke@mun.ca>, Tom Cooper <tcooper@mun.ca>, "jcumby@mun.ca" <jcumby@mun.ca>, "Pauline A. Downer" <pdowner@mun.ca>, Majid Eghbali-Zarch <majidez@mun.ca>, Joerg Evermann <jevermann@mun.ca>, "Ford, Dianne P" <dpford@mun.ca>, "mfurey@mun.ca" <mfurey@mun.ca>, "dghahremanlo@mun.ca" <dghahremanlo@mun.ca>, "Haven, Emmanuel" <ehaven@mun.ca>, "Hossain, Ashrafee T." <athossain@mun.ca>, "Jewer, Jennifer" <jenniferj@mun.ca>, "Jones, Tim" <tjones@mun.ca>, "gke@mun.ca" <gke@mun.ca>, "skomiak@mun.ca" <skomiak@mun.ca>, "wkubiak@mun.ca" <wkubiak@mun.ca>, Business Undergrad Help <busihelp@mun.ca>, "cpark@mun.ca" <cpark@mun.ca>, "Parsons, Jeffrey" <jeffreyp@mun.ca>, "Peters, John" <jpeters13@mun.ca>, "Pittman, Jeffrey Arthur" <jpittman@mun.ca>, "Schouten, John Woodward" <jwschouten@mun.ca>, "Shannahan, Kirby" <kirbys@mun.ca>, "Shannahan, Rachele" <rshannahan@mun.ca>, "ysong@mun.ca" <ysong@mun.ca>, "andreas@mun.ca" <andreas@mun.ca>, "astewart13@mun.ca" <astewart13@mun.ca>, Lorne Sulsky <lsulsky@mun.ca>, "Tang, JY" <jytang@mun.ca>, "dtulett@mun.ca" <dtulett@mun.ca>, "nwans@mun.ca" <nwans@mun.ca>, Amy M Warren <awarren@mun.ca>, "lwetsch@mun.ca" <lwetsch@mun.ca>, "n.willcott@mun.ca" <n.willcott@mun.ca>, "Winsor, Blair Watts" <b.winsor@mun.ca>, "Xu, Yang" <y.xu@mun.ca>

Subject: Solidarity with Student Encampment

Hi there,

I am emailing on behalf of MUN Students for Palestine. We have established an encampment outside of the Arts and Admin building, to urge MUN Administration to meet our demands. We are requesting that the Administration disclose any direct or indirect investment in arms manufacturers or organizations involved in Israeli human rights violations, and divest from arms manufacturers and companies that support and enable human rights abuses as a part of prolonged military occupation, apartheid, and genocide, and boycott any arms manufacturers or organizations involved in Israeli breaches of international law. As well, we ask that Memorial publicly condemn the current genocide in Gaza, and support the rebuilding of Palestinian universities and scholarship.

As Faculty of Memorial University, if you support this movement then please email president@mun.ca ahead of our meeting with Admin on May 24th at 11am, expressing your support for the encampment and urging them to meet our demands.

Additionally, we will be chanting at 10:30am outside of the Arts and Administration to show Admin the solidarity behind our movement. We ask that you join us, and extend an open invitation to visit Yazan's Yard anytime.

In solidarity,

MUN Students 4 Palestine

Dawe, Emily Abigail

From: Walsh, Lynn
Sent: Friday, May 24, 2024 4:36 PM
To: Chief Risk Officer
Cc: Browne, Joseph Francis; Browne, Jennifer
Subject: FW: Student Concerns,

Hi Joe & Jennifer,

Ken (advisor in our office) just wrapped up Coffee Club and sent this note. Please see below - a comment that was made by a student. This happened after our meeting ended.

See you & hope I used the right emails for this,

Lynn

Lynn Walsh (she/her)
 Manager, Internationalization Office
 Global Learning Centre, Room CA-2004
 Memorial University of Newfoundland
 St. John's, NL CANADA
 Phone: +1 -709-864-4473 / Email: lwalsh@mun.ca
www.mun.ca/international

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: Reid, Kenneth Harvey Claude <ken.reid@mun.ca>
Sent: Friday, May 24, 2024 4:29 PM
To: Walsh, Lynn <lwalsh@mun.ca>; Haghghat, Bahareh <bh5232@mun.ca>
Cc: Hennessey, Juanita <jhennes@mun.ca>
Subject: RE: Student Concerns,

s. 40 (1)

Only thing I heard mentioned today was a student attending group who said she was planning to [REDACTED]
 [REDACTED] So pretty quiet thus far

Ken Reid BA, BSW, MSW, RSW
 International Student Advisor-Outreach, Internationalization Office
 Global Learning Centre, Room CA-2007
 Memorial University of Newfoundland
 St. John's, NL CANADA
 Phone: +1 -709-725-4817
 Email: ken.reid@mun.ca
www.mun.ca/international

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: Walsh, Lynn <lwalsh@mun.ca>
Sent: Friday, May 24, 2024 2:36 PM
To: Reid, Kenneth Harvey Claude <ken.reid@mun.ca>; Haghghat, Bahareh <bh5232@mun.ca>

Cc: Hennessey, Juanita <jhennes@mun.ca>

Subject: RE: Student Concerns,

Hi again, can I ask a favor?

Could you let me know each day, by 2pm, if you've heard anything?

We have daily meetings/check ins @ 3:30 for next 2 weeks.

Thanks a bunch

Lynn

From: Walsh, Lynn <lwalsh@mun.ca>

Sent: May 23, 2024 3:36 PM

To: Reid, Kenneth Harvey Claude <ken.reid@mun.ca>; Haghghat, Bahareh <bh5232@mun.ca>

Cc: Hennessey, Juanita <jhennes@mun.ca>

Subject: FW: Student Concerns,

Importance: High

Hi folks, I'm going to attend these meetings.

Can you let me know if there's anything you're hearing from students?

1st meeting is tmrw

Thanks!

Lynn

From: Browne, Jennifer <jbrowne@mun.ca>

Sent: Thursday, May 23, 2024 11:05 AM

To: Walsh, Lynn <lwalsh@mun.ca>; Hennessey, Juanita <jhennes@mun.ca>; Kim, Andrew <akim@mun.ca>; Amy M Warren <awarren@mun.ca>; Tobin, Heather <heathert@mun.ca>

Cc: Knutson, Sonja <sknutson@mun.ca>; Abbott, Yvonne <yabbott@mun.ca>

Subject: Student Concerns,

Good morning,

As the university continues to monitor the encampment and address any concerns brought forward from the Memorial community, I have been asked to bring a small group of us together who may be hearing from students. There is a group that is meeting 8:30 every morning to get updated on any developments. I am suggesting we meet late afternoon each day (for now) to share anything we have heard, with the intent to share back at each morning's meeting.

It was felt someone from IO, Grad Studies and Student Support be included. I have included Lynn and Juanita from IO, but only one of you is necessary. Similarly with Grad Studies, I am including Amy and Andrew, you can decide who is best to participate. Others to be on the call will include Joe Browne and either Holly Tobin or Dave Janes - depending on availability.

Please let me know who will participate and I will have Yvonne arrange something asap. These will likely be 30 minutes or less depending on what needs to be shared.

Thank you,

Jennifer

Jennifer Browne, EdD (she/her)
Director, Student Life
Adjunct Professor, Faculty of Education
University Centre, Room 4000
Memorial University of Newfoundland
St. John's, NL, Canada, A1C 5S7
T: (709) 864 8312 or (709) 864 2523
jbrowne@mun.ca

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

Dawe, Emily Abigail

From: Walsh, Lynn
Sent: Friday, May 24, 2024 5:09 PM
To: Chief Risk Officer
Cc: Browne, Jennifer
Subject: Fwd: Student Concerns,- update

s. 40 (1)

Hi Jennifer, little more info- [REDACTED] See below message from Juanita.

This just occurred, as we were closing up the space

Lynn

Lynn Walsh (she/her)
Manager, Internationalization Office
Memorial University of Newfoundland
Canada

Sent from my iPhone

Begin forwarded message:

From: "Hennessey, Juanita" <jhennes@mun.ca>
Date: May 24, 2024 at 4:57:22 PM NDT
To: "Reid, Kenneth Harvey Claude" <ken.reid@mun.ca>, "Walsh, Lynn" <lwalsh@mun.ca>, "Haghighat, Bahareh" <bh5232@mun.ca>
Subject: RE: Student Concerns,

Hi Lynn,

The individual indicated that our map in the social room is too colonial and put a post-it with the word Palestine over Israel.

Thanks,
Juanita

From: Reid, Kenneth Harvey Claude <ken.reid@mun.ca>
Sent: Friday, May 24, 2024 4:29 PM
To: Walsh, Lynn <lwalsh@mun.ca>; Haghighat, Bahareh <bh5232@mun.ca>
Cc: Hennessey, Juanita <jhennes@mun.ca>
Subject: RE: Student Concerns,

Only thing I heard mentioned today was a student attending group who said she was planning to

s. 40 (1)

[REDACTED]
So pretty quiet thus far

NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

IAP Office

Dawe, Emily Abigail

From: Browne, Lisa
Sent: Saturday, May 25, 2024 9:10 AM s. 40 (1)
To: Chief Risk Officer
Subject: Fwd: Message From [REDACTED] In Regard To Recent Events On Campus

Sent from my iPhone

Begin forwarded message:

From: "Cohoe, Rebecca" <rcohoe@mun.ca>
Date: May 25, 2024 at 8:56:27 AM NDT
To: "Browne, Lisa" <lisa.browne@mun.ca> s. 40 (1)
Subject: Fwd: Message From [REDACTED] In Regard To Recent Events On Campus

Hi Lisa,

FYI. Not sure if it was just to me (it does mention PE specifically) or part of a mass bcc. I've acknowledged receipt and also shared with Marcomm (Meghan and Chad.)

Thanks,
Rebecca

Sent from my iPhone

Begin forwarded message:

From: [REDACTED] s. 40 (1)
Date: May 25, 2024 at 4:11:23 AM NDT
To: "Cohoe, Rebecca" <rcohoe@mun.ca>
Subject: Message From [REDACTED] In Regard To Recent Events On Campus
s. 40 (1)

To whom it may concern,

s. 40 (1)

I am writing today as [REDACTED] to voice my concerns about MUNs recent action in regards to the MUN Students for Palestine encampment that has popped up in recent days.

s. 40 (1) [REDACTED] I have never been more proud to see the courageous stance students have taken in peacefully voicing their opposition to the way their tuition payments are potentially being invested. Students have made it clear that it is completely unacceptable for an institution of learning like Memorial University to be invested in corporations that are complicit in the ongoing apartheid and genocide of the Palestinian people in Gaza.

s. 40 (1)



I was hopeful today as I awaited the results of your meeting with students. I had stopped by the encampment yesterday to show my support and spoke with the student organizers. They told me how hopeful they were about today's meeting. They told me they expected it to go well because up until yesterday, MUN Admin had been very cooperative and supportive of the student action. They told me that when Admin agreed to a meeting so quickly, they took that as a good sign and that they expected good faith engagement with their very clear demands. I have never met a more kind, principled and determined group of young people. It filled my heart with hope for the future.

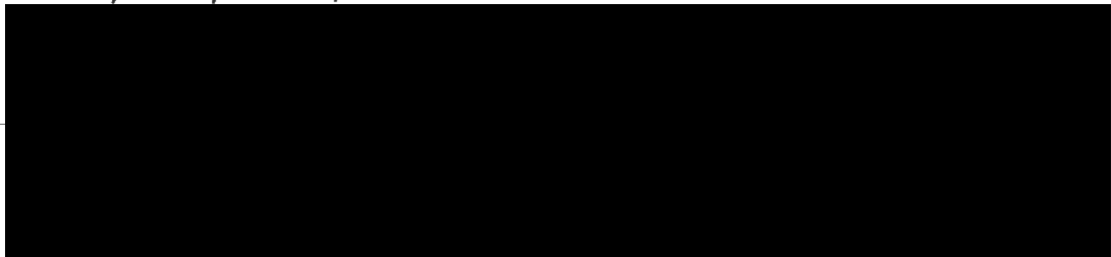
Now today my heart breaks to see them come away from that meeting knowing their university has not only turned their backs on them, on its Palestinian, Arab and Muslim students, and on the innocent civilians in Gaza, but also that it has turned its back on the principles and values it claims to uphold.

The Memorial University mission statement claims to hold Integrity as one of its core values. That it strives to be "honest and ethical in all interactions, maintaining the highest ethical standards in teaching, research, public engagement and service". Today's refusal to disclose where MUN's financial investments lie has shown students, alumni, and community members that Memorial does not in fact, care at all about honesty, transparency or "maintaining ethical standards in public engagement".

I stand with students in demanding that MUN disclose its financial investments and divest from any institutions involved in arms manufacturing, apartheid and genocide not only in Palestine, but around the world.

Universities are places of personal growth, learning and community, they should have no part in profiting off the death and suffering of people around the world. I urge administration to meet with students again in the near future and commit to negotiating a reasonable timeline for disclosure and divestment.

Thank you for your time,



s. 40 (1)

Dawe, Emily Abigail

From: Browne, Lisa
Sent: Sunday, May 26, 2024 9:35 PM
To: McDougall, Greg; Tibbo, Carol
Cc: Chief Risk Officer
Subject: RE: Message From [REDACTED] In Regard To Recent Events On Campus

s. 40 (1)

IT's going around. I sent it to CRO email from Rebecca Cohoe. [REDACTED] s. 29 (1) (a)

From: McDougall, Greg <gmcdougall@mun.ca>
Sent: Sunday, May 26, 2024 9:24 PM
To: Tibbo, Carol <ctibbo@mun.ca>
Cc: Browne, Lisa <lisa.browne@mun.ca>; Chief Risk Officer <cro@mun.ca>
Subject: Re: Message From [REDACTED] In Regard To Recent Events On Campus

s. 40 (1)

[REDACTED]

Thanks
Greg

s. 29 (1) (a)

Sent from my iPhone

On May 26, 2024, at 8:46 PM, Tibbo, Carol <ctibbo@mun.ca> wrote:

Hi Greg
Did others receive this message? Sending to you for our coordinated communications process right?

Thanks
C

From: [REDACTED]
Sent: Saturday, May 25, 2024 4:08 AM
To: ctibbo@mun.ca <ctibbo@mun.ca>
Subject: Message From [REDACTED] In Regard To Recent Events On Campus

s. 40 (1)

s. 40 (1)

Dear Director Tibbo,

s. 40 (1)

I am writing today as [REDACTED] to voice my concerns about MUNs recent action in regards to the MUN Students for Palestine encampment that has popped up in recent days.

s. 40 (1)

[REDACTED] I have never been more proud to see the courageous stance students have taken in peacefully voicing their opposition to the way their tuition payments are potentially being invested. Students have made it clear that it is completely unacceptable for an institution

NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.
IAP Office

Dawe, Emily Abigail

From: Associate VP (Academic)
Sent: Monday, May 27, 2024 8:53 AM
To: Chief Risk Officer
Subject: FW: [EXTERNAL SENDER] In support of student protests

.....
DENNIS K. PETERS, Ph.D., P.Eng., FEC, SMIEEE | INTERIM ASSOCIATE VICE-PRESIDENT (ACADEMIC)

Office of the Provost and Vice-President (Academic)
Memorial University of Newfoundland and Labrador
St. John's, NL | A1C 5S7
T 709 864 8246
AssocVPA@mun.ca

www.mun.ca/vpacademic/

From: [REDACTED] s. 40 (1)
Date: Monday, May 27, 2024 at 06:21
Subject: [EXTERNAL SENDER] In support of student protests

Dear Memorial University Administration,
[REDACTED] s. 40 (1)

I am writing as [REDACTED] to express my deep concern regarding the university's lack of transparency regarding its potential investments in companies complicit in Israel's ongoing genocide in Gaza. As an institution of higher learning, MUN has a moral and ethical obligation to uphold human rights and condemn violence. By refusing to disclose any investments in companies that profit from the oppression and suffering of the Palestinian people, you are complicit in perpetuating this injustice.

I stand with the student protesters who have courageously raised their voices against the university's complicity in Israel's war crimes. Their demands for disclosure and divestment are not only justified but also imperative. It is our collective responsibility to use our financial power to pressure Israel to end its occupation and senseless killing of the Palestinian people.

I urge the university to disclose and divest all endowed, non-endowed and pension funds from all companies that support or profit from Israel's human rights violations. This includes companies involved in the arms trade, security surveillance, and the construction of illegal settlements in the occupied territories.

I implore you to meet with student organizer again and to prioritize human rights over financial gain. The legacy of our university depends on our willingness to stand up for what is right, even when it is difficult. By divesting from Israel's genocide in Gaza, we can demonstrate that our university is truly committed to the values of justice, equality, and human dignity.

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: Tobin, Holly
Sent: Monday, May 27, 2024 10:11 AM
To: Chief Risk Officer
Subject: FW: Information Submitted

FYI,. Can you add this one to the list in Teams?

Thanks,

Holly

HOLLY TOBIN | MANAGER, EMERGENCY PLANNING AND BUSINESS CONTINUITY

Office of the Chief Risk Officer
Memorial University of Newfoundland
Facilities Management Building FM1024
St. John's, Newfoundland | A1C 5S7
T 709 864 7661 | C [REDACTED] F 709 864 8823

www.mun.ca/emergency

s. 40 (1)

Where people and ideas become.

From: Enforcement & Patrol, Campus <cep@mun.ca>
Sent: Monday, May 27, 2024 10:00 AM
To: Tobin, Holly <htobin@mun.ca>; Wells, Lynette <lwells@mun.ca>
Subject: FW: Information Submitted

From: munsafe@mun.ca <munsafe@mun.ca>
Sent: Monday, May 27, 2024 8:41 AM
To: Enforcement & Patrol, Campus <cep@mun.ca>
Subject: Information Submitted



Memorial University of Newfoundland

Reported By:

██████████ s. 40 (1)

Reported By Email:

████████████████████ s. 40 (1)

Hazard Location:

Bruneau Centre

Hazard Details:

The MUNSU encampment has been heard chanting “from the river to the sea” and handing out pro-BDS flyers. This is antisemitic. More information on antisemitism can be found here: <https://www.adl.org/resources/backgrounder/slogan-river-sea-palestine-will-be-free> <https://www.adl.org/resources/backgrounder/boycott-divestment-and-sanctions-campaign-bds>
<https://www.ourcommons.ca/Members/en/votes/42/1/14>

Affiliation:

██████████ s. 40 (1)

Hazard Media:**Type of Report:**

St. John's Report

Memorial University of Newfoundland



Dawe, Emily Abigail

From: President, The
Sent: Monday, May 27, 2024 12:11 PM
To: Chief Risk Officer
Cc: Bose, Neil; Brown, Margot; Beh, Patricia
Subject: FW: [REDACTED] s. 40 (1)

Email of concerning nature below.

Regards,
Rose
Rose M. Frew, Executive Assistant to the President (Correspondence)
President's Office, Room A-2028
Arts and Administration Building | 230 Elizabeth Avenue
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
t: 709.864.8212 | f: 709.864.2059 | email: president@mun.ca



We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: [REDACTED] s. 40 (1)
Sent: Monday, May 27, 2024 11:20 AM
To: President, The <munpres@mun.ca>
Cc: Mullings, Delores <dmullings@mun.ca>
Subject: [REDACTED] s. 40 (1)

Dear President Bose, s. 40 (1)

[REDACTED] and am emailing to report to you that [REDACTED]

[REDACTED] I am copying Dr. Mullings as the EDI expert on campus.

[REDACTED] s. 40 (1)

[REDACTED]

NOTE TO APPLICANT: The remainder of this email thread is previously provided to you, via ATIPP Request 002-09-27-24.

IAP Office

Dawe, Emily Abigail

From: Batten, Jennifer
Sent: Monday, May 27, 2024 12:52 PM
To: Vice-President (Academic); Lokash, Jennifer
Subject: RE: Letter in Support for Student protesters

Thanks, Colleen.

s. 29 (1) (a)

Jenn

-----Original Message-----

From: Vice-President (Academic) <vpacad@mun.ca>
Sent: May 27, 2024 8:45 AM
To: Lokash, Jennifer <jlokash@mun.ca>
Cc: Batten, Jennifer <jbatten@mun.ca>
Subject: FW: Letter in Support for Student protesters

Hi Jennifer/Jenn, we are receiving emails supporting the student's protest, but I thought I'd send along the below email and attached for your information.

Thank you,

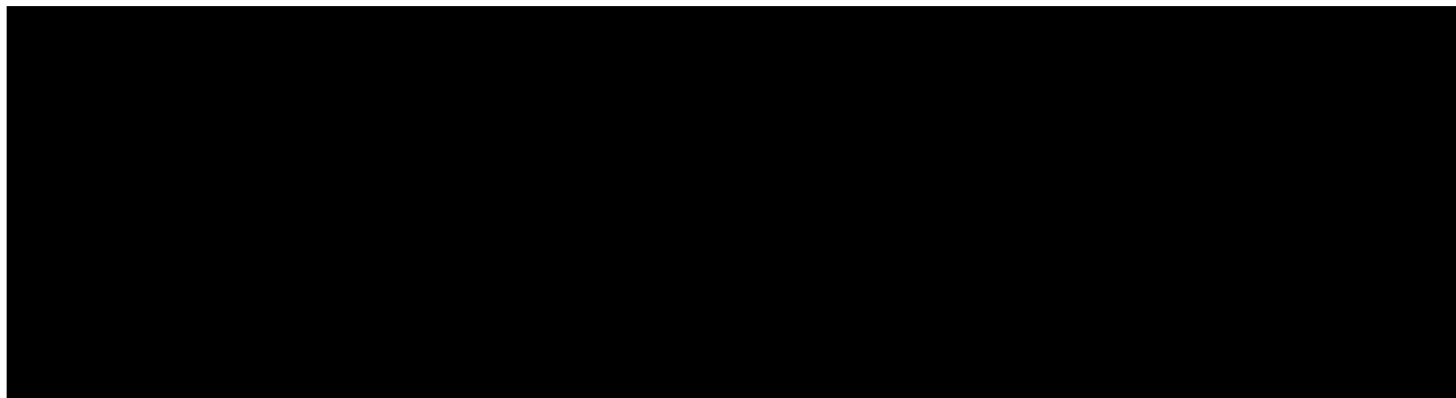
Colleen

-----Original Message-----

From: [Redacted] s. 40 (1)
Sent: Sunday, May 26, 2024 2:34 PM
To: President, The <munpres@mun.ca>
Cc: Vice-President (Academic) <vpacad@mun.ca>; ViceProvostEDIAR <viceprovostediar@mun.ca>
Subject: Letter in Support for Student protesters

Dear Dr. Bose,

Please find attached my letter in support of the MUN students protesting the ongoing genocide in Gaza and MUN's administration response.



s. 40 (1)

Dawe, Emily Abigail

From: McDougall, Greg
Sent: Monday, May 27, 2024 1:49 PM
To: Chief Risk Officer; Bose, Neil; Brown, Margot; Beh, Patricia; Tobin, Holly; Browne, Jennifer
Subject: Re: [REDACTED] s. 40 (1)

Hi all, [REDACTED] s. 40 (1)

[REDACTED]

Please keep sharing these.
Greg

Greg McDougall
Office of the Chief Risk Officer
Memorial University of Newfoundland
FM 1020, 14 Phelan Road
St. John's, Newfoundland | A1C 5S7
Cell: [REDACTED] s. 40 (1)
Email: gmcDougall@mun.ca

We acknowledge that the lands on which Memorial University's campuses are situated in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: Chief Risk Officer <cro@mun.ca>
Date: Monday, May 27, 2024 at 1:32 PM
To: "McDougall, Greg" <gmcDougall@mun.ca>
Subject: FW: [REDACTED] s. 40 (1)

Hi Greg,

Please see the following.

Jennifer

Dawe, Emily Abigail

From: s. 40 (1) [REDACTED]
Sent: Tuesday, May 28, 2024 6:14 AM
To: President, The
Cc: Vice-President (Academic)
Subject: support for student protesters

Dear President Bose, s. 40 (1)

This is a brief note to express my support for the pro-Palestinian student protesters who organized an encampment on the St. John's campus and my approval of the current tolerant approach to the protest adopted by University leadership. [REDACTED]

[REDACTED] support disclosure, divestment, and boycotting [REDACTED]

[REDACTED] I am appalled by the actions of Israel, which has become a rogue nation and a mass violator of human rights.

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: s. 40 (1) [redacted]
Sent: Tuesday, May 28, 2024 5:16 AM
To: President, The; Vice-President (Academic); Collins, Dion; Associate VP (Academic);
Brown, Margot; ViceProvostEDIAR
Subject: MUN Students for Palestine

Dear President Bose and Vice President Lokash,

My name is [redacted] s. 40 (1)

s. 40 (1)

[redacted]

I am writing to you today to express my support and solidarity with the MUN Students for Palestine group.

The people of Gaza are facing a genocide and war crimes are being committed by Israel at an alarming rate.

Firstly, I implore you to fully divest from all arms manufacturing companies.

Secondly, I implore you to divest from holdings in entities that sponsor or are complicit in Israeli occupation and the current genocide in Gaza.

Thirdly, I implore you to boycott institutions and corporations complicit in Israeli war crimes, breaches of international law and human rights violations across Palestine.

And finally, as [redacted] and a fellow human being, I implore you to stand on the right side of history.

s. 40 (1)

Sincerely,

[redacted] s. 40 (1)

Sent from [Outlook for iOS](#)

Dawe, Emily Abigail

From: Chief Risk Officer
Sent: Tuesday, May 28, 2024 1:54 PM
To: McDougall, Greg
Subject: FW: Correspondence from BC Civil Liberties
Attachments: 2024-05-03 Letter to University presidents re protest encampments_EN.pdf

Hi Greg,

For your information.

Jennifer

From: President, The <munpres@mun.ca>
Sent: Tuesday, May 28, 2024 9:49 AM
To: Chief Risk Officer <cro@mun.ca>
Subject: Correspondence from BC Civil Liberties

Forwarding to your office for awareness re: encampment.

Regards,
Rose
Rose M. Frew, Executive Assistant to the President (Correspondence)
President's Office, Room A-2028
Arts and Administration Building | 230 Elizabeth Avenue
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
t: 709.864.8212 | f: 709.864.2059 | emai: president@mun.ca



We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: Beh, Patricia <patricia.beh@mun.ca>
Sent: Tuesday, May 28, 2024 9:26 AM
To: Bose, Neil <nbose@mun.ca>
Cc: President, The <munpres@mun.ca>; Brown, Margot <mbrown@mun.ca>
Subject: Fwd: Confirming email

Good morning Neil,

Please see the attached letter from May 3. [REDACTED]

[REDACTED] s. 29(1)(a)

Thanks,

[REDACTED] s. 29(1)(a)

Trish

Get [Outlook for iOS](#)

From: [REDACTED] s. 40 (1)
Sent: Monday, May 27, 2024 7:07:34 PM
To: Beh, Patricia <patricia.beh@mun.ca>
Cc: President, The <munpres@mun.ca>
Subject: RE: Confirming email

Good afternoon, Trish:

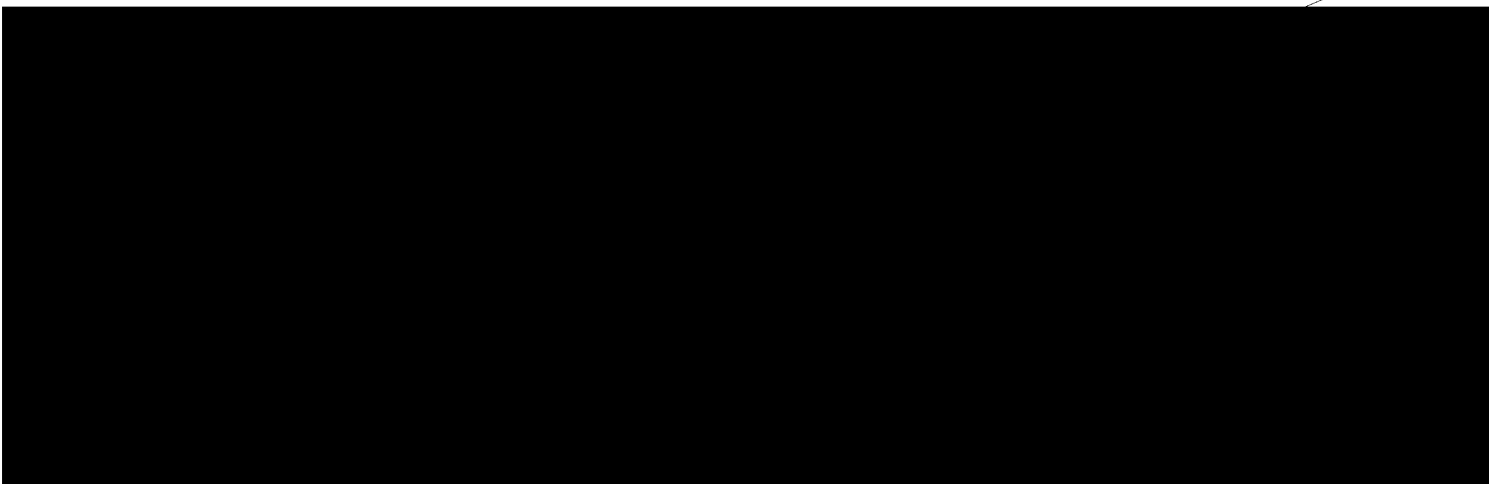
s. 40 (1)

Please accept my apologies for the delay [REDACTED] caused in replying to this email.

I confirm that the correspondence of May 3 was indeed from me. I have attached a PDF version of the linked letter for your convenience. Please do not hesitate to contact me if you have any further questions or concerns about this correspondence.

Take care,

s. 40 (1)



From: Beh, Patricia <patricia.beh@mun.ca>
Sent: May 17, 2024 9:54 AM
To: [REDACTED] s. 40 (1)
Cc: President, The <munpres@mun.ca>
Subject: Confirming email

Hi [REDACTED] s. 40 (1)

My name is Trish Beh and I am a Senior Advisor to the President of Memorial University in St. John's, NL.

An email was sent from your email on May 3 to the President's inbox and I am writing to confirm that you intended to write the President with an email titled "Correspondence from BC Civil Liberties"?

Our IT systems identified your email as potential spam and we are cautious of opening attachments unless we can confirm the source.

Thanks,

Trish

Get Outlook for iOS



ASSOCIATION DES
LIBERTÉS CIVILES
DE LA COLOMBIE BRITANNIQUE

May 3, 2024

Dear University Presidents:

Re: Palestine solidarity protest actions and encampments on campus

The BC Civil Liberties Association (“BCCLA”) is the oldest and most active civil liberties organization in Canada. Since 1962, we have worked to extend and defend civil liberties and human rights in British Columbia and across Canada.

We write today in respect of the protest encampments and actions that are emerging across Canadian university campuses in solidarity with the Palestinian people, similar to those seen in the United States. In this time of heightened and rising tension, we urge you to take every necessary step to facilitate freedom of expression and assembly on your campuses and safeguard the fundamental freedoms of university students, faculty, and staff.

Universities’ role as forums for open debate, learning, and study have rendered them key sites of discussion and dissent, a vital function in a healthy democratic society. The freedoms of expression, assembly, and conscience enshrined in the *Canadian Charter of Rights and Freedoms*¹ are reflected in the values of academic freedom promoted and cherished by institutions of higher education across Canada and, indeed, the world. In times like the present, when experts and the International Court of Justice alike have identified Israel’s actions in Gaza as a plausible genocide, emotions run high and stated commitments to the fundamental freedoms of expression, inquiry, and assembly are sorely tested by popular and political pressure. Sadly, many of your American colleagues have buckled under this pressure and summoned militarized police onto their campuses, with the predictable and appalling result that hundreds of students, faculty, and staff members have been summarily suspended, criminalized, or brutalized for their political expression in recent weeks. As we are seeing, the forcible arrest and decampment of political demonstrators has an escalatory effect on discourse and conflict, as well as representing a grave threat to both the safety of demonstrators and their *Charter*-protected rights. These actions do not keep students safe, and this pattern cannot be allowed to repeat in Canada.

To ensure it does not, you must hold fast to the core principles of academic freedom and freedom of expression. This requires a recognition of the fundamental freedoms at play and their importance, including the freedom to dissent; a commitment to viewpoint-neutral and procedurally fair processes for any disciplinary measures that may result from protest or

¹ Part I of the *Constitution Act, 1982*, being Schedule B to the *Canada Act 1982 (UK)*, c 11.

British Columbia Civil Liberties Association
306 - 268 Keefer Street
Vancouver, BC, Canada V6A 1X5

Tel 604.687.2919 info@bccla.org
Fax 604.687.3045 www.bccla.org
Toll-free 866.731.7507

counterprotest activities; and resistance to the conflation of antisemitism and political critique of Israel's actions and policies.

The BCCLA encourages you to keep the safety of *all* participants in university life at the forefront of your mind as you face these challenges. Universities have a duty to protect all members of the university community from harm irrespective of their opinions. Any perceived discrimination or discriminatory harassment should be handled in accordance with established policies and processes in a way that is fair to all concerned. Care must be taken to avoid the hasty implementation of any ad-hoc measures that abridge or deny respondents their right to be heard before a fair and impartial decision-maker.

We are particularly concerned that, in statements by some universities, we are already seeing a simplistic and reductionist narrative of unidirectional threat being used against those in the Palestinian solidarity encampments. This must be understood in the greater political context where civil liberties in Canada are being significantly chilled due to claims conflating antisemitism with political critique of Israel and with political expression in support of Palestinians. Indeed, this conflation constitutes anti-Palestinian racism and is part of the ongoing and targeted silencing of Palestinians and allied voices in support of Palestinians.² It is essential to recognize that the student encampments, like the Palestinian liberation movement more broadly, include strong representation of marginalized and racialized groups, including Palestinians, Arabs, other people of colour, Muslims, Indigenous students, and Jewish students. Use of force against these students perpetuates racism and sends the discriminatory message that the safety and education of these students is less important than that of other students.

We also urge particular caution against reliance on the International Holocaust Remembrance Alliance's 2016 working definition of antisemitism (the "IHRA Definition"), which has been increasingly applied in legal and formal administrative contexts notwithstanding that it is designed to be considered "non-legally binding".³ The IHRA Definition is so controversial that in 2017 leading experts in the study of antisemitism and related fields – including academics from Israeli universities – released the Jerusalem Declaration on Antisemitism⁴ (the "JDA") in response, stating that the IHRA Definition "caused confusion and generated controversy, hence weakening the fight against antisemitism."⁵ Of particular concern to the authors of the JDA was the over-representation of supposed examples of antisemitism related to the contemporary state of Israel in the IHRA definition, some of which the expert drafters of the JDA explicitly identify as non-antisemitic. The JDA itself has been critiqued by Jewish groups for maintaining the

² See Arab Canadian Lawyers Association, "Anti-Palestinian Racism: Naming, Framing and Manifestations" (25 April 2022), online (PDF): <<https://www.canarablaw.org/s/Anti-Palestinian-Racism-Naming-Framing-and-Manifestations.pdf>>

³ International Holocaust Remembrance Alliance, "Working definition of antisemitism" (last visited 1 May 2024), preamble, online: <<https://holocaustremembrance.com/resources/working-definition-antisemitism>>.

⁴ JDA, "The Jerusalem Declaration on Antisemitism" (last visited 1 May 2024), online: <<https://jerusalemdeclaration.org/>>.

⁵ *Ibid.*

position of the Israel-Palestine conflict as central to discussions of antisemitism, even as the historical forms of antisemitism that long preceded the advent of the state of Israel continue to imperil Jewish people worldwide.⁶ For these reasons, it is the BCCLA's view that the IHRA Definition is an inadequate and inappropriate resource to inform or shape any policy in respect of antisemitism in the university community.

Thank you for your attention to this matter. If the BCCLA can be of any assistance to your institution in upholding our shared values of freedom of expression and academic freedom, please do not hesitate to reach out to the writer directly.

Sincerely,



s. 40 (1)

Aislin M. Jackson
Policy Staff Counsel

⁶ See e.g. Independent Jewish Voices Canada, "Principles for Dismantling Antisemitism" (6 April 2021), online: <<https://www.ijvcanada.org/jerusalem-declaration/>>.

Dawe, Emily Abigail

From: Tobin, Holly
Sent: Tuesday, May 28, 2024 3:35 PM
To: Chief Risk Officer
Subject: FW: From the River to the Sea 🍷🍷

FYI. Please add to the database.

HOLLY TOBIN | MANAGER, EMERGENCY PLANNING AND BUSINESS CONTINUITY

Office of the Chief Risk Officer
 Memorial University of Newfoundland
 Facilities Management Building FM1024
 St. John's, Newfoundland | A1C 5S7
 T 709 864 7661 | C [REDACTED] F 709 864 8823

www.mun.ca/emergency s. 40 (1)

Where people and ideas become.

From: Enforcement & Patrol, Campus <cep@mun.ca>
Sent: Tuesday, May 28, 2024 3:34 PM
To: Browne, Joseph Francis <jfbrowne@mun.ca>; Tobin, Holly <htobin@mun.ca>
Subject: FW: From the River to the Sea 🍷🍷

From: [REDACTED] s. 40 (1)
Sent: Tuesday, May 28, 2024 3:32 PM
To: Enforcement & Patrol, Campus <cep@mun.ca>
Subject: Fwd: From the River to the Sea 🍷🍷

Good afternoon,

Please see this newsletter from MUNSU. MUNSU has continued its support for a ceasefire for the notorious terror group Hamas and the civilians of Gaza in the past few months.

This particular newsletter is titled with a very well known terror slogan from the armed group Hamas identified by many NATO states and the United States as a terrorist organizational responsible for the deaths of 1000s of people across the world.

Hamas is also responsible for the acts of genocide committed and broadcasted live on October 7th 2023.

Student unions should not regurgitate terror propoganda under the funding provided by students and other organizational.

This is also hate speech and puts in danger many individuals including Jewish people and those in support of the nation state of Israel and those who condemn acts of terror.

Please take immediate action about this.

Thank you very much,

----- Forwarded message -----

From: **MUNSU** <resource@munsu.ca>

Date: Tue, 28 May 2024, 15:14

Subject: From the River to the Sea 🍉 🍉

To: [Redacted]

s. 40 (1)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

MUNSU Clubs & Societies

Anime This Friday!

Greetings everyone! I hope you like fairy tales, because this week we are watching the new Netflix anime, The Grimm Variations.

The Grimm Variations

A re-imagining of the following classic Brothers Grimm fairy tales. Since each of these are ~30 - 45 minutes long we will probably not have time to watch them all, but we will vote on which episodes to watch!

Cinderella

Little Red Riding Hood

Hansel and Gretel
The Elves and the Shoemaker
The Town Musicians of Bremen
Pied Piper of Hamelin

Friday May 31st, 2024 @ 7:30pm

Location: SN-2109

Parking: Lot 6



Donate Now

[Check Out Our Community Resource Page](#)



Dr. Lanier Phillips Memorial Scholarship

The Dr. Lanier Phillips Scholarship is awarded annually to a BIPOC student entering post-secondary studies in the performing arts (theatre, dance, music, opera) who is either from Newfoundland and Labrador or planning to study in Newfoundland and Labrador.

The scholarship is named for Dr. Lanier Phillips. Shipwrecked aboard the USS Truxtun in 1942, Dr. Phillips was the only African-American survivor. What happened to this son of the racially segregated south at the hand of the nearby town of St. Lawrence forever changed his world and became a legendary story that still resonates over seventy years later. Dr. Phillips was the subject of our play Oil and Water, and we are delighted to honour his legacy with this award.

Award: \$1000 awarded annually.

2024 Application Deadline: June 1

[Learn More](#)



Apply Now!

Student Survey

My name is Maryam Mofrad, and I am a student in the Faculty of Business Administration at Memorial University of Newfoundland.

I am conducting a research project entitled "Student Life Reporting" for my MSc degree under the supervision of Dr. Jeff Parsons. The study aims to assess the impact of different data collection methods on the utility of the data gathered.

I invite you to participate in a fully online survey where you will provide demographic information and be randomly assigned to one of two data collection formats and you get a chance **to win a \$50 gift card**.

Participation will require approximately 10 minutes of your time and will be conducted entirely online.

In one format, you will choose from three categories, each leading to a set of questions tailored to that category. This design allows for a more personalized survey experience.

After completing the survey, you will be asked if you would like to provide your email address for a chance to win one of four \$50 gift cards. Only after you submit your response can you provide your email and enter the draw. You have the freedom to answer only to questions you feel comfortable with. If you choose to provide your email, you will be redirected to a new link, and your email will be collected separately from your response. The emails will be stored securely, and they will be deleted a week after the gift cards are distributed.

If you are interested in participating in this study, click the link below to access the online survey.

If you have any questions about me or my project, please contact me by email at mmofrad@mun.ca, or by phone at (613)712-9717.

Thank you in advance for considering my request,
Maryam Mofrad

This research has been reviewed by the Interdisciplinary Committee on Ethics in Human Research (ICEHR). If you have ethical concerns about the research, such as the way you have been treated or your rights as a participant, you may contact the ICEHR at icehr@mun.ca or by telephone at 709-864-2861.



Dawe, Emily Abigail

From: President, The
Sent: Tuesday, May 28, 2024 3:17 PM
To: Chief Risk Officer
Cc: Beh, Patricia; Brown, Margot
Subject: FYI - FW: Stop supporting the genocide of the Palestinian

Just another one for FYI - [REDACTED] s. 29 (1) (a)

Regards,
Rose
Rose M. Frew, Executive Assistant to the President (Correspondence)
President's Office, Room A-2028
Arts and Administration Building | 230 Elizabeth Avenue
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
t: 709.864.8212 | f: 709.864.2059 | email: president@mun.ca



We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: [REDACTED] s. 40 (1)
Sent: Tuesday, May 28, 2024 1:38 PM
To: President, The <munpres@mun.ca>
Subject: Stop supporting the genocide of the Palestinian

Dear Dr. Bose,

At the request of the courageous students who have launched an encampment on MUN property in protest of the university's involvement in conducting the genocide against the Palestinian people, and [REDACTED] I am writing to you to voice my support for them and my opposition to you and the university. s. 40 (1)

I recognize that, as a senior academic administrator, you serve corporations and banks and cannot oppose them without sacrificing your career. To date, the only senior academic administrator I've ever heard of who was courageous enough to stand up against a Board was Aoife Mac Namara at NSCAD; I somehow doubt you will follow suit, even though this issue is far more important than the one in which she was involved.

The fact is that the United States, Israel, and their allies are only making things harder on themselves in the long run. The whole world is watching this disgraceful conduct from the West, and will act accordingly; I believe that, in the not-too-distant future, Western countries like Canada will find themselves very isolated and at a great disadvantage. All the more so since the United States will inevitably turn on Canada when it becomes inconvenient to do so.

I know you'll never do what's right in your current position; perhaps you should resign and decline to participate in public life.

Dawe, Emily Abigail

From: Peters, Dennis
Sent: Wednesday, May 29, 2024 8:38 AM
To: Chief Risk Officer
Subject: FW: Indigenous Garden
Attachments: Lib 2.JPG; tweet.JPG; Lib1.JPG

.....
DENNIS K. PETERS, Ph.D., P.Eng., FEC, SMIEEE | **INTERIM ASSOCIATE VICE-PRESIDENT (ACADEMIC)**

Office of the Provost and Vice-President (Academic)
Memorial University of Newfoundland and Labrador
St. John's, NL | A1C 5S7
T 709 864 8246
AssocVPA@mun.ca

www.mun.ca/vpacademic/

From: MUN4PALESTINE <munstudents4palestine@gmail.com>
Date: Wednesday, May 29, 2024 at 00:05
To: Dennis Peters <dpeters@mun.ca>
Subject: Re: Indigenous Garden

We have not at any point been under the impression that it is your specific role to make public statements or direct investments. We have brought to your attention specifically how public statements impact student safety. We would also like to note:

- 1.
- 2.
3. Speaking out against injustice is the role of every citizen. There is a universal moral
4. obligation to stop genocide. While it may be true that making statements or addressing finances is outside of the stated scope of your position, by using your seat at the table to remain silent you are complicit.
- 5.
- 6.
- 7.
- 8.
- 9.
10. Issues of student safety and well being were specifically raised at several points during
11. the meeting, and yet you remained silent. It disingenuous for you to suggest you are taking our well-being seriously when you evaded an opportunity to advocate for us and for the students who could not be in attendance. Student voices are being marginalized

NOTE TO APPLICANT: The remainder of this email thread is previously provided to you via ATIPP Request 002-09-27-24.

IAP Office

General Principles: Keywords ▾



General Principles: Keywords

Before tackling the specifics of finding books and articles, there are two general searching principles that will apply to all of your research needs. To do a great search, remember to:

1. **Identify** the most important words, called **keywords**, that should be included in your search
2. "Speak" to a database using language or **syntax** that it can understand and interpret

Often our first instinct is to simply type our topic or question into a database search box. The problem is that library databases don't really speak our language, and aren't great at finding results based on a complete statement or question. As we see in this video, keywords are important step toward a good search:



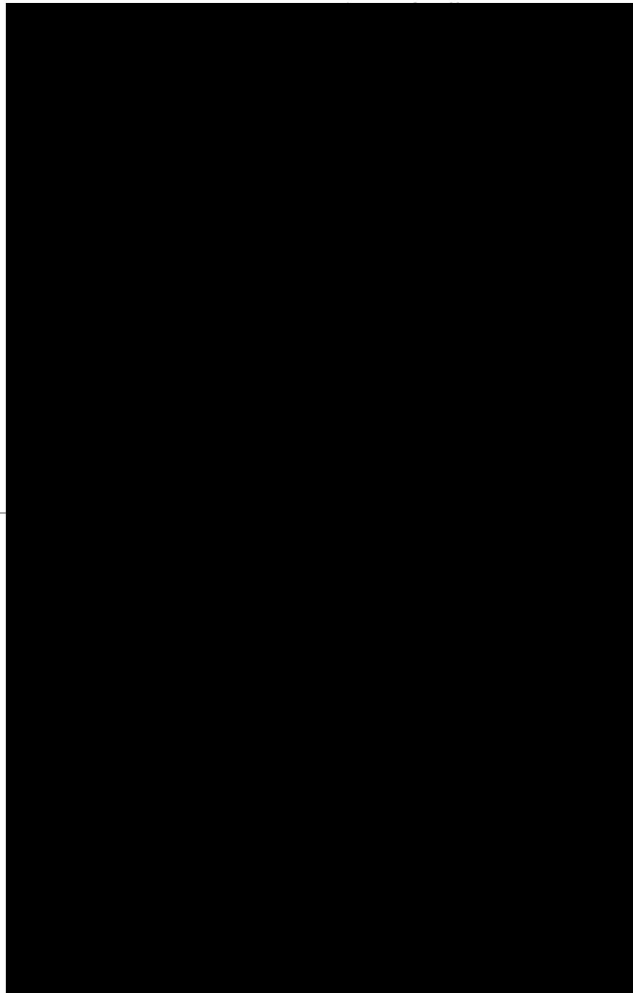
← Post

s. 40 (1)



Follow

Replying to [Redacted]



s. 40 (1)

1:15 PM · 27 May 24 · 2,795 Views

5 Reposts 52 Likes

Post your reply





Course Home Content Assessment ▾ Help ▾

Table of Contents ▸ Module 3: Searching ▸ Basic Search Principles ▸ General Principles: Keywords

General Principles: Keywords ▾



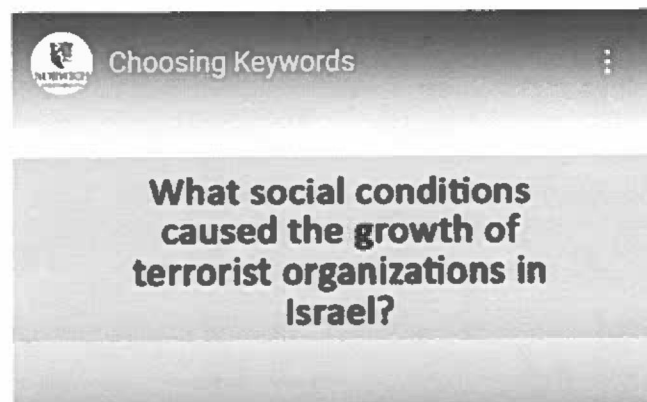
Searching

General Principles: Keywords

Before tackling the specifics of finding books and articles, there are two general searching principles that will apply to all of your research needs. To do a great search, remember to:

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Often our first instinct is to simply type our topic or question into a database search box. The problem is that library databases don't really speak our language, and aren't great at finding results based on a complete statement or question. As we see in this video, keywords are an important step toward a good search:



Dawe, Emily Abigail

From: Peters, Dennis
Sent: Wednesday, May 29, 2024 11:42 AM
To: MUN4PALESTINE
Subject: Re: Indigenous Garden

Follow Up Flag: Follow up
Flag Status: Completed

Hi,

Thanks for your reply. I appreciate your viewpoints.

I've spoken with the people responsible for the Library Research Essential Tutorial, and that video will be taken down immediately. As you can see from the image you shared, the video is actually from another institution, but clearly, it was not a good choice.

s. 40 (1)

Thank you for passing on the information about [REDACTED] I have passed this on to the appropriate bodies within the institution. As has been said before, the university has a duty to uphold the academic freedom of every faculty member, but academic freedom doesn't apply to hate speech. I don't know if this tweet, taken out of context, would cross that line, but I'll leave that to people more expert than me to follow up. If you have other examples where you feel they have crossed the line, please pass them on.

I'd like to commend you on your peaceful and respectful protest at convocation so far. I wasn't there myself yesterday, but I hear that you got your message out while still allowing the participants to celebrate our graduates. Thanks for that. I wanted to let you know that the chalk markings on the steps were removed by the A&CC for safety reasons. There have been falls on the A&CC steps before, so they are particularly sensitive to it, and markings on the steps can impair visual cues, causing people to trip. Also, I'm told that the chalk itself can be slippery, which is another hazard.

Finally, just a caution about inviting the general public to join the protest. We fully support the right of students and other members of the campus community to protest but caution that inviting the general community to join in, with the promise of free food and tents, might attract members who don't fully align with your cause or your community guidelines. I urge you to be particularly vigilant as your group grows.

If you have immediate safety concerns, please reach out to CEP at 864-4100 or on MUNSafE.

Regards,
D. Peters

.....
DENNIS K. PETERS, Ph.D., P.Eng., FEC, SMIEEE | ACTING ASSOCIATE VICE-PRESIDENT (ACADEMIC) AND DEAN OF STUDENTS

Office of the Associate Vice-President (Academic) and Dean of Students
Memorial University of Newfoundland and Labrador
St. John's, NL | A1C 1T0
T 709 864 2985
avpas@mun.ca

www.mun.ca/student-services/

From: MUN4PALESTINE <munstudents4palestine@gmail.com>

Date: Wednesday, May 29, 2024 at 00:05

To: Dennis Peters <dpeters@mun.ca>

Subject: Re: Indigenous Garden

We have not at any point been under the impression that it is your specific role to make public statements or direct investments. We have brought to your attention specifically how public statements impact student safety. We would also like to note:

- 1.
- 2.
3. Speaking out against injustice is the role of every citizen. There is a universal moral
4. obligation to stop genocide. While it may be true that making statements or addressing finances is outside of the stated scope of your position, by using your seat at the table to remain silent you are complicit.
- 5.
- 6.
- 7.
- 8.
- 9.
10. Issues of student safety and well being were specifically raised at several points during
11. the meeting, and yet you remained silent. It is disingenuous for you to suggest you are taking our well-being seriously when you evaded an opportunity to advocate for us and for the students who could not be in attendance. Student voices are being marginalized
12. as Admin refuses to engage in good faith and releases statements which inaccurately portray events. Palestinian voices especially are being ignored, and as was attested to during the meeting, many of our Palestinian and Arab students feel unsafe. Was it not
13. your role to advocate for student safety and well being in that meeting?
- 14.

If you are interested in engaging with issues of student safety and wellbeing we will bring two issues to your attention which students have shared to us:

- 1.
- 2.
3. Within the Library Research Essentials Tutorial (2024), Module 3, General Principles:
4. Keywords, the sample topic is "What social conditions caused the growth of terrorist organizations in Israel". Suggested keywords in the search include "Palestinian; Israeli". The use of such a topic as an example to illustrate basic research skills is wholly
5. unnecessary and the specific framing of the question is extremely problematic. One student suggested this was acknowledged and removed in the past only to be re-uploaded. Two screenshots are attached.
- 6.
- 7.
- 8.
- 9.

NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

IAP Office

Dawe, Emily Abigail

From: Vice-President (Academic)
Sent: Wednesday, May 29, 2024 4:31 PM
To: Chief Risk Officer
Subject: FW: Concern

Categories: Important

Sharing the below.

Thank you,

Colleen

Colleen Squires
Executive Assistant to the Provost and Vice-President (Academic)
Memorial University of Newfoundland
St. John's Campus
Tel: (709) 864-3757

From: [REDACTED] s. 40 (1)
Sent: Wednesday, May 29, 2024 4:29 PM
To: President, The <munpres@mun.ca>; Vice-President (Academic) <vpacad@mun.ca>; Collis, Deborah <dcollis@mun.ca>
Subject: Concern

MUN leadership,

I write to you to express my support for MUN Students for Palestine. Students and faculty are demanding disclosure and divestment of finances to ensure our institution is not complicit in/ends complicity in genocidal acts and decades-long apartheid.

If prioritization of finances (or whatever else is being prioritized above the fundamental ethical principle of justice) is preventing disclosure and divestment, understand that MUN will likely see a significant decrease in applications in years to come. For example, [REDACTED]

[REDACTED] s. 40 (1)

Responsible decision-making is that which affirms human rights in a timely manner; this matter warrants urgency.

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: Blackwood, Penny
Sent: Wednesday, May 29, 2024 5:57 PM
To: Chief Risk Officer
Cc: King, Terri-Lynn
Subject: Fwd: Message From [REDACTED] In Regard To Recent Events On Campus

Hello,

The Office of Development and Alumni Engagement received the correspondence below on Saturday May 25th, through our munalum@mun.ca email address.

As per the memo from Lisa Browne on this subject earlier today, I am forwarding this to you for your information/attention.

Thank you,
Penny Blackwood

Get [Outlook for iOS](#)

From: [REDACTED] s. 40 (1)
Sent: Saturday, May 25, 2024 3:51 AM
To: munalum <munalum@mun.ca> s. 40 (1)
Subject: Message From [REDACTED] In Regard To Recent Events On Campus

To whom it may concern,

I am writing today as a Memorial University [REDACTED] to voice my concerns about MUNs recent action in regard to the MUN Students for Palestine encampment that has popped up in recent days.

[REDACTED] I have never been more proud to see the courageous stance students have taken in peacefully voicing their opposition to the way their tuition payments are potentially being invested. Students have made it clear that it is completely unacceptable for an institution of learning like Memorial University to be invested in corporations that are complicit in the ongoing apartheid and genocide of the Palestinian people in Gaza.

[REDACTED] s. 40 (1)

I was hopeful today as I awaited the results of your meeting with students. I had stopped by the encampment yesterday to show my support and spoke with the student organizers. They told me how hopeful they were about today's meeting. They told me they expected it to go well because up until yesterday, MUN Admin had been very cooperative and supportive of the student action. They told me that when Admin agreed to a meeting so quickly, they took that as a good sign and that they expected good faith engagement with their very clear demands. I have never met a more kind, principled and determined group of young people. It filled my heart with hope for the future.

NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.
IAP Office

Dawe, Emily Abigail

From: Collis, Deborah
Sent: Thursday, May 30, 2024 10:06 AM
To: Chief Risk Officer
Subject: FW: MUN Students for Palestine Demands

Forwarding this one I received.

Deborah Collis, CPA, CA
Chief Financial Officer
Memorial University of Newfoundland
A2022 – 230 Elizabeth Ave., St. John’s, NL A1C 5S7
Ph: 709-864-8222 Email: dcollis@mun.ca

From: [REDACTED] s. 40 (1)
Sent: Wednesday, May 29, 2024 11:13 PM
To: President, The <munpres@mun.ca>
Subject: MUN Students for Palestine Demands

Hello, [REDACTED] s. 40 (1) [REDACTED] s. 40 (1)

My name is [REDACTED] and I am writing to you today as an [REDACTED] in regards to your recent meeting with MUN Students for Palestine.

How can Memorial University claim to champion equity, diversity and inclusion while simultaneously financially supporting Israel's genocide against Palestinians?

I am expressing my support for Mun Students for Palestine as a member of this community and I insist that you meet our demands:

- 1) We demand full disclosure of all MUNL's financial investments.
- 2) We demand full divestment from all arms manufacturing companies - universities are places of learning and should not fund armed conflict
- 3) We demand that MUNL divest from all holdings in any entities that sponsor or are complicit in Israeli occupation, apartheid and the current genocide in Gaza.
- 4) We demand that MUNL boycott and cut ties with all institutions and corporations complicit in Israeli war crimes, breaches of international law and human rights violations across Palestine, including Israeli universities.

I look forward to your response,

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: Collis, Deborah
Sent: Thursday, May 30, 2024 10:07 AM
To: Chief Risk Officer
Subject: FW: Free Palestine

Follow Up Flag: Follow up
Flag Status: Completed

Final email I received so far.

Deborah Collis, CPA, CA
 Chief Financial Officer
 Memorial University of Newfoundland
 A2022 – 230 Elizabeth Ave., St. John's, NL A1C 5S7
 Ph: 709-864-8222 Email: dcollis@mun.ca

From: [REDACTED] s. 40 (1)
Sent: Monday, May 27, 2024 5:57 PM
To: President, The <munpres@mun.ca>
Subject: Free Palestine

I am writing to express my outrage at the recent actions of Memorial University administration, particularly President Bose's behavior during the meeting with students regarding the pro-Palestinian protests. Administrations refusal to acknowledge the ongoing genocide in Palestine, a reality supported by countless human rights organizations, is deeply disturbing. Even more disturbing is its refusal to acknowledge the Rwandan genocide, an event recognized by every major human rights organization the world over. This demonstrates a disturbing lack of understanding, empathy, and moral compass. Memorial University, an institution that prides itself on fostering critical thinking and promoting social justice, cannot stand by and allow such blatant disregard for human rights to go unchallenged. The University's silence on this issue is deafening and deeply concerning. Furthermore, I stand with student protesters in demanding that MUN immediately disclose its investments and divest from any and all companies involved in arms manufacturing, and all institutions complicit in Israel's occupation, apartheid and genocide in Gaza. The University's refusal to act is unacceptable and perpetuates a cycle of violence and oppression. I urge the administration to take immediate action to rectify these egregious mistakes, to acknowledge the suffering of the Palestinian people, and to sever ties with all entities that profit from the conflict. Do not turn your back on your Palestinian, Arab and Muslim students. We cannot stand idly by as MUN, a supposed bastion of ethical conduct, fails to uphold the most fundamental principles of human rights and justice.

Free Palestine,
 [REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: Vice-President (Academic)
Sent: Thursday, May 30, 2024 11:18 AM
To: Chief Risk Officer
Subject: FW: MUN Students for Palestine Demands

Good morning, forwarding the below email.

Thank you,

Colleen

Colleen Squires
Executive Assistant to the Provost and Vice-President (Academic)
Memorial University of Newfoundland
St. John's Campus
Tel: (709) 864-3757

From: [REDACTED] s. 40 (1)
Sent: Wednesday, May 29, 2024 11:13 PM
To: President, The <munpres@mun.ca>
Subject: MUN Students for Palestine Demands

Hello, [REDACTED] s. 40 (1)

My name is [REDACTED] and I am writing to you today as an outraged member of the St. John's community in regards to your recent meeting with MUN Students for Palestine.

How can Memorial University claim to champion equity, diversity and inclusion while simultaneously financially supporting Israel's genocide against Palestinians?

I am expressing my support for Mun Students for Palestine as a member of this community and I insist that you meet our demands:

- 1) We demand full disclosure of all MUNL's financial investments.
- 2) We demand full divestment from all arms manufacturing companies - universities are places of learning and should not fund armed conflict
- 3) We demand that MUNL divest from all holdings in any entities that sponsor or are complicit in Israeli occupation, apartheid and the current genocide in Gaza.
- 4) We demand that MUNL boycott and cut ties with all institutions and corporations complicit in Israeli war crimes, breaches of international law and human rights violations across Palestine, including Israeli universities.

I look forward to your response,

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: Collis, Deborah
Sent: Thursday, May 30, 2024 10:07 AM
To: Chief Risk Officer
Subject: FW: Concern

Also forwarding this one.

Deborah Collis, CPA, CA
Chief Financial Officer
Memorial University of Newfoundland
A2022 – 230 Elizabeth Ave., St. John’s, NL A1C 5S7
Ph: 709-864-8222 Email: dcollis@mun.ca

From: [REDACTED] s. 40 (1)
Sent: Wednesday, May 29, 2024 4:29 PM
To: President, The <munpres@mun.ca>; Vice-President (Academic) <vpacad@mun.ca>; Collis, Deborah <dcollis@mun.ca>
Subject: Concern

MUN leadership,

I write to you to express my support for MUN Students for Palestine. Students and faculty are demanding disclosure and divestment of finances to ensure our institution is not complicit in/ends complicity in genocidal acts and decades-long apartheid.

If prioritization of finances (or whatever else is being prioritized above the fundamental ethical principle of justice) is preventing disclosure and divestment, understand that MUN will likely see a significant decrease in applications in years to come. For example, [REDACTED]

[REDACTED] s. 40 (1)

Responsible decision-making is that which affirms human rights in a timely manner; this matter warrants urgency.

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: Collis, Deborah
Sent: Thursday, May 30, 2024 10:07 AM
To: Chief Risk Officer
Subject: FW: To Administration from [REDACTED] s. 40 (1)

Another one received.

Deborah Collis, CPA, CA
Chief Financial Officer
Memorial University of Newfoundland
A2022 – 230 Elizabeth Ave., St. John’s, NL A1C 5S7
Ph: 709-864-8222 Email: dcollis@mun.ca

From: [REDACTED] s. 40 (1)
Sent: Monday, May 27, 2024 6:48 PM
To: President, The <munpres@mun.ca>
Subject: To Administration from [REDACTED] s. 40 (1)

To the esteemed Memorial University Administration,

s. 40 (1)

[REDACTED] deeply concerned about human rights and social justice, I write to express my support for the pro-Palestinian protesters who have taken a courageous stand against the ongoing oppression and war crimes inflicted upon the people of Palestine. MUN has a moral and ethical obligation to align itself with the values of justice, equity, and the protection of human dignity. In light of this, I urge the administration to take immediate action to disclose and divest from all arms manufacturers and companies that are complicit in Israel's unlawful actions.

The evidence of Israel's human rights violations is overwhelming and irrefutable. The United Nations, Amnesty International, and Human Rights Watch have consistently documented the Israeli government's use of excessive force, extrajudicial killings, illegal detention, torture, and the denial of basic human rights to Palestinians. These actions constitute grave breaches of international law and fundamental humanitarian principles.

As an institution of higher learning, Memorial University has a responsibility to stand against such atrocities. By refusing to disclose and divest from companies that profit from the suffering of the Palestinian people, the university is condoning these abhorrent crimes. It is an unacceptable betrayal of the values that education should uphold.

I am deeply disappointed that despite the clear evidence of Israel's war crimes, Memorial University has not yet taken any meaningful action to divest its investments. This lack of response is profoundly troubling and suggests that the university is prioritizing financial gain over moral integrity.

s. 40 (1)

s. 40 (1)

[REDACTED] I am appalled by the university's complicity in this injustice. [REDACTED] it demonstrates a clear commitment to human rights and divestment from companies involved in Israel's war crimes. I urge you to reconsider your position, meet student protester

NOTE TO APPLICANT: The remainder of this email thread is previously provided to you via ATIPP Request, 002-09-27-24.

Dawe, Emily Abigail

From: President, The
Sent: Thursday, May 30, 2024 1:15 PM
To: Chief Risk Officer
Subject: FW: Complicity

Forwarding to your office for information/records.

Regards,
 Rose
 Rose M. Frew, Executive Assistant to the President (Correspondence)
 President's Office, Room A-2028
 Arts and Administration Building | 230 Elizabeth Avenue
 Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7
 t: 709.864.8212 | f: 709.864.2059 | email: president@mun.ca

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

-----Original Message-----

From: [REDACTED] s. 40 (1)
Sent: Thursday, May 30, 2024 11:49 AM
To: President, The <munpres@mun.ca>
Cc: [REDACTED] s. 40 (1)
Subject: Complicity

https://jonathancook.substack.com/p/the-message-of-israels-torture-chambers?utm_source=substack&utm_medium=email

Dr. Bose,

Choosing not to divest of the investments in those aiding and abetting the genocide in Gaza is also complicity in the greater evils exposed by the above noted article.

The day of reckoning for you will come. If not in an international court of law surely before your maker when you are judged as to entrance to heaven or exile to hell.

Your choice - please make the correct one for all those involved.

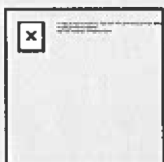
Sincerely

[REDACTED] s. 40 (1)

Dawe, Emily Abigail

From: Enforcement & Patrol, Campus
Sent: Thursday, May 30, 2024 6:37 PM
To: Chief Risk Officer
Subject: FW: Information Submitted

From: munsafe@mun.ca <munsafe@mun.ca>
Sent: Thursday, May 30, 2024 5:54 PM
To: Enforcement & Patrol, Campus <cep@mun.ca>
Subject: Information Submitted



Memorial University of Newfoundland

Reported By:

██████████ s. 40 (1)

Reported By Email:

██████████ s. 40 (1)

Hazard Location:

Email

Hazard Details:

s. 40 (1)

The mun4palestine students are sending unsolicited emails to ██████████ for support. This is harassment.

Affiliation:

██████████ s. 40 (1)

Hazard Media:

Type of Report:
St. John's Report

Memorial University of Newfoundland



Dawe, Emily Abigail

From: Allen, Tana
Sent: Friday, May 31, 2024 7:06 PM
To: Chief Risk Officer
Subject: FW: Question From [REDACTED] s. 40 (1)

Forwarding as per request from VPAFA.

Thanks,

Tana

From: [REDACTED] s. 40 (1)
Date: Friday, May 31, 2024 at 4:59 AM
To: Tana Allen <tallen@mun.ca>
Subject: Question From [REDACTED] s. 40 (1)

Dear Professor Allen,

[REDACTED] s. 40 (1)

I wanted to reach out to you today [REDACTED] to ask you if you would be willing to join in with fellow MUN faculty members in standing behind the MUN Students for Palestine protests. Over 60 professors have already signed their names on an open letter addressing Memorial University leadership in a show of solidarity with the students demands of divestment from companies funding ongoing human rights violations in Gaza. It would mean a lot to me, fellow students, and alumni if you would be willing to take a moment to read over the statement and consider adding your name, which can be done either publicly or anonymously if you'd prefer.

The link to the statement and petition is as follows:

https://docs.google.com/forms/d/e/1FAIpQLScGOGeyfIOv4iORFbrH1P5pf_pirgli0lv9ZF5GO6wBlogwuQ/viewform

Thanks so much for your time and best regards,

[REDACTED] s. 40 (1)