

From: "[Housing at Western University](#)" <no_reply@housing.uwo.ca>

To: [REDACTED]

Date: 10/11/2022 4:18:42 PM

Subject: Incident of Discrimination - IMPORTANT

Oct. 11th 2022

Good afternoon,

I hope you all enjoyed your Thanksgiving. My name is Brent and I am the Residence Conduct Coordinator for Saugeen-Maitland, Bayfield and Lambton Residences.

As you may know there was an incident on Friday October 7th 2022, that involved discriminatory behaviour in Saugeen-Maitland Hall Residence. The behaviour involved individuals covering their faces and proceeding to damage and vandalize a residence community, which included the use of discriminatory symbols. This behavior does not uphold our values in residence, nor is it in line with our Take Care messaging we hope that students across our residence system embody.

All residents, and students of Western, are expected to uphold a positive and welcoming learning environment for everyone. Any behaviour that does not uphold these values can result in follow up through the [Residence Contract](#) and/or [Student Code of Conduct](#).

Therefore, the purpose of this letter is to invite anyone with information regarding this incident to please share it with me as soon as possible. You can do so by emailing brohrer2@uwo.ca . Any information obtained will be used to investigate this incident and assist in holding responsible parties accountable. While I appreciate it is not always easy to come forward with information, it is the right thing to do as a member of this residence community. While we cannot guarantee anonymity of those who come forward, we will use discretion when using any information provided.

For your information, our process for investigating incidents includes;

- 1) Reaching out to students who may have information relevant to the incident;
- 2) Identifying and interviewing students who were involved, and;
- 3) Assigning appropriate violations and outcomes where the evidence supports that a person is more than likely to have been responsible for the harm that was caused.

Additionally, I would strongly encourage any parties who are responsible for this behaviour to come forward directly, as honesty and accountability are always appreciated.

Our process is confidential, and outcomes associated with the process are communicated solely to the individuals who are found responsible.

For those who have been playing an active role in helping maintain a welcoming environment and not participate in any of this unacceptable behaviour, thank you, and we hope that we can count on you to continue upholding the standards for the remainder of the year.

Sincerely,

Brent Rohrer

Residence Conduct Coordinator

Western University

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