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July 28, 2023

Dominique Marshall, President
Carleton University Academic Staff Association

Noreen Cauley-Le Fevre, President
Canadian Union of Public Employees, Local 4600

Dear Dr. Marshall and Ms. Cauley-Le Fevre,

Thank you for your letter of 24 July 2023, in which you express concerns relating to the events that took place at the University of Waterloo last month. The University absolutely shares your interest in ensuring the safety of all members of our community and in light of the Waterloo attack, in particular those teaching or attending courses on topics such as gender issues, sexuality, and critical race studies.

I assure you that the University is taking these matters very seriously. As such, our Campus Safety Services have been looking into new actions and initiatives that could further ensure the safety of all members of our community. Other offices across campus such as Student Affairs and the Provost's Office are involved in these discussions, and there is already considerable overlap between what is being considered and your recommendations.

As we endeavour to put into place new protocols, some actions may of course be implemented rapidly while others, due to their nature, may take more time. We will keep you apprised of these developments as they unfold.

Thank you again for your letter and I wish you a safe and peaceful end to the summer.

Sincerely,

Benoit-Antoine Bacon
President and Vice-Chancellor