



Late last week, an effigy of the University President, produced by George Rammell, was removed from campus on my direction.

The effigy has been repeatedly displayed on and off campus and online over the last year. The decision to remove the effigy was not taken lightly, but rather was the result of endeavouring to find the right balance among many competing values.

Our University is committed to the open and vigorous discourse that is essential in an academic community, the inherent value of artistic expression, and the rights to free speech and protest that all Canadians enjoy. No one wants Capilano to be a place where art is arbitrarily removed or censored.

We must also be mindful of the University's obligations to cultivate and protect a respectful workplace in which personal harassment and bullying are prohibited. These obligations are reflected in our employment policies, as well as legislation. Our policies are intended to protect the interests of all individuals in our community – including our president, as well as our faculty and all others.

I am satisfied that recently the effigy has been used in a manner amounting to workplace harassment of an individual employee, intended to belittle and humiliate the President. This led me, as Board Chair, to take action.

I understand that the University's Administration has offered to give Mr. Rammell the effigy. The condition attached to this is that it not be returned to campus, and I fully support that position.

Jane Shackell
Board Chair
Capilano University