

February 13, 2018

Dr. Rick Mehta
Associate Professor (Psychology)
310 Horton Hall, Acadia University
Wolfville, NS B4P 2R6

Dear Dr. Mehta:

Over the last several months we have received complaints from students, faculty, members of the University community, and persons outside of the University community, related to your commentary on social media, classroom activity, interactions with persons in the University community, and interactions with your colleagues. These concerns relate to the manner in which you are expressing views that you are alleged to be advancing or supporting and, in some instances, time that you are spending on these issues in your classroom.

The University has a legal responsibility to provide an environment free from discrimination, sexual harassment and personal harassment. The nature and frequency of these complaints and the significance of the allegations is concerning for the University, and we have determined the necessity of proceeding to a formal investigation.

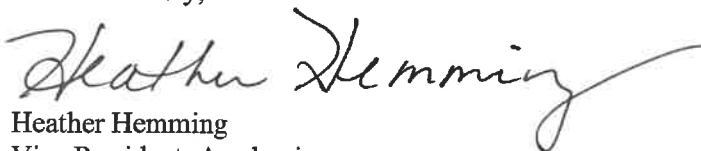
As a result of receiving these complaints and expressions of concern, Acadia University has retained the services of Professor Wayne MacKay, CM, QC, and Professor Emeritus at Dalhousie Schulich School of Law, to conduct an investigation of these issues and to provide a report to the University.

It is expected that Professor MacKay will begin his investigation sometime this month. You will be given an opportunity, in the course of the investigation, to respond to issues and concerns that are raised by others. Given your status as a professor and employee of the University, and your obligations to Acadia, we expect you to cooperate with Professor MacKay throughout this process. In addition, it is important for you to understand that while information is being gathered and during the entire duration of the investigation, it is extremely important for you not to interfere with the investigation, or in any way discourage any members of the University community from coming forward and expressing their concerns.

During the course of the investigation, the University will be sensitive to issues of due process, confidentiality, and the importance of allowing you to fully respond to complaints and concerns that have been expressed. However, the precise methodology chosen for the investigation will be determined by Professor MacKay.

If you have any concerns or questions, please feel free to put these in writing and send them to me.

Yours sincerely,



Heather Hemming
Vice President, Academic

cc: Professor Wayne MacKay