



June 30 2021

Saul Myers

via email: [Redacted]

Dear Saul,

As you know, on April 2, 2021, Mina Cheon, Professor in First Year Experience, filed a complaint alleging that you harassed her via emails on March 31 and April 2, 2021, following a Humanistic Studies (HMST) faculty meeting that took place on March 31. In her complaint, Mina alleges that during the HMST meeting you attempted to engage her in what you called a debate about academic freedom, freedom of expression, and freedom of speech. You also stated that you were a (Faculty Assembly) meeting on October 14, 2020.

Human Resources investigated the complaint to determine if you violated the college's harassment policy. The investigator interviewed you and other witnesses and reviewed relevant documentation to determine if the allegations were true. Based on your account of events and the complainant's account, the investigator found that you and the complainant instead have different interpretations of the same events.

The College takes these matters seriously and conducted an investigation, using a preponderance of the evidence standard of review. The investigator interviewed you and other witnesses and reviewed relevant documentation to determine if the allegations were true. Based on your account of events and the complainant's account, the investigator found that you and the complainant instead have different interpretations of the same events.

In summary, the investigator found that in the March 31 HMST faculty meeting, Mina made comments supporting the chair of the department, who had announced that they would be stepping down as chair. She also made comments supporting other colleagues who have expressed concerns about the environment in the HMST department, and discussed her own experiences as an Asian woman at MICA.

The investigator determined that your response was passionately directed at Mina. You made your points about academic freedom and freedom of speech consistently and you followed your comments



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