



511A Unicentre
Carleton University
1125 Colonel By Drive
Ottawa, ON K1S 5B6

July 29, 2009

Dear President Runte;

The executive of CUPE 4600 is extremely concerned upon learning of the sudden dismissal of one of our members, Hassan Diab. We are alarmed that he was fired after he had already commenced his contract to teach SOCI 1002.

We certainly hope Hasan Diab is not connected to the heinous bombing of a synagogue in Paris in 1980. We at CUPE 4600 in no way condone violence—political, racial or otherwise. We also place great faith in the ability of our legal system to determine guilt or innocence in a fair and impartial manner. We believe that when Mr. Diab has his day in court, the facts of the case will be brought to light and a verdict cognizant of Canadian law will be handed down. Until that point in time, President Runte, and as we are sure you are very well aware, Mr. Diab has the right to be assumed innocent until proven guilty.

We are concerned that in the firing of Mr. Diab, the University has reneged on a contract and violated the collective agreement we have negotiated with each other in good faith. Further, we are extremely distressed by the possibility that the University has acted in this fashion *after* being pressured by an external organization, B'nai Brith Canada, as reported in the *Ottawa Citizen* on July 28th, 2009. We certainly hope that this reporting is in error, as it would represent your administration as setting a precedent that outside organizations decide who can or cannot teach here at Carleton.

We are aware that the highly publicized case of Mr. Diab has put the University in a difficult position. We are also certain that various media sources and commentators will seize the opportunity to call public attention to a “suspected terrorist” on campus. Yet, we urge the university to balance public opinion with the law and a sense of professional integrity. We should not pre-judge guilt upon any individual in the Carleton Community; the obvious ramifications of your action in this instance is that you have already done so, even if you believe that you are acting in the best interest of this University.

In the final analysis, a recent editorial in the *National Post* had it right: “Until such time as Mr. Diab is proven to have been the man who killed four innocents in Paris 29 years ago, he should be free to teach at Canadian Universities.”

We thank you for your consideration in this matter and urge you to respond personally with your legal justification for Mr. Diab's dismissal.

Sincerely,

Vladimir de Baghy, on behalf
The Executive Board of Local 4600
The Canadian Union of Public Employees