

**Statement: PSAC 901 files grievance with Queen's over the Employer's
March 9, 2024 response to raising of Palestinian flag**

MARCH 28, 2024 – PSAC 901, the union representing Teaching Assistants, Research Assistants, Teaching Fellows, and Postdoctoral Scholars at Queen's University, has filed a policy grievance with the Employer, for its since-edited March 9, 2024 statement regarding the raising of the Palestinian flag by unknown persons at Grant Hall on March 8, 2024, during a pro-Palestine, anti-austerity rally jointly held by SPHR Queen's and Queen's Students Vs Cuts.

The original statement conflated the act with a “hate-motivated incident” and encouraged reporting as such to Kingston Police. PSAC 901 believes the Employer's response violated Articles 1, 4, 20, 21, 25 of the Collective Agreement, as well as Queen's Harassment and Discrimination Policy, The Occupational Health and Safety Act, and the Ontario Human Rights Code.

The intimidation by Queen's security apparatus to curtail the legal rights of pro-Palestinian demonstrators, among other instances which amount to a pattern of breaching the regulations, policies, and laws outlined by the university's administration, collectively create a toxic environment for Palestinian and other marginalized graduate workers on campus.

The remedies we are seeking include the cessation of discriminatory behavior and practices, and a public apology from the Employer, along with any other remedies that are deemed just and/or equitable through the grievance process.

Signed,

The PSAC 901 Executive Committee

<http://psac901.org>