



**Public Service Alliance of Canada  
Local 901**

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## **[TW:] PSAC 901 Statement on Surfacing Video Containing Transphobic Slurs and Nazi Apologia**

PSAC 901 is deeply disturbed and disgusted by the recent surfacing of a video in which Queen's University students use transphobic slurs and engage in Nazi apologia. As the union representing thousands of teaching assistants, research assistants, and postdoctoral fellows at Queen's, we condemn this behaviour unequivocally. More importantly, we situate this incident within a long-standing and well-documented pattern of hateful, exclusionary, and harmful conduct that continues to emerge on this campus without meaningful institutional accountability.

This is not the first time our community has been confronted with such behaviour. In recent years, the Queen's community saw the circulation of a racist image involving an AMS executive candidate and a coronavirus-themed party attended by a Board of Trustees member; both highlighting serious failures in the university's equity climate. In 2019, a racist and homophobic note and the theft of a Métis and Pride flags in Chown Hall's Indigenous & Allies community caused significant harm to Indigenous and 2SLGBTQ+ students. Earlier, photos from a "Beerfest" party showed students in racist caricatures, while more recently a professor's use of a racial slur in class reignited concerns from Black students about the university's approach to anti-racism. Indeed, University Provost Matthew Evans has even faced accusations of making publicly racist comments about his ex-wife in a now-deleted blog post, which can still be accessed via the Wayback Machine. Viewed alongside the recently resurfaced video, these incidents highlight a persistent cultural problem at Queen's, where bigotry continues to emerge and institutional responses remain inconsistent or insufficient.

For PSAC 901 members; graduate students and postdoctoral fellows who teach, research, and support the academic mission of this institution, these incidents generate profound concerns about safety, dignity, and belonging in their workplaces and classrooms.

PSAC 901's health and safety officer has taken steps to engage with the university, and we are currently awaiting a response. These incidents are not only matters of campus climate; they are workplace health and safety issues for our members, who teach, research, and support the academic mission of this institution. Our union is not interested in symbolic gestures or performative statements; we expect concrete actions and meaningful commitments that address the recurring harms faced by equity-seeking groups.

We demand that the university, as the employer, meet with us without delay to discuss concrete steps to ensure a safe, respectful, and inclusive workplace for all PSAC 901 members. Our members' safety, dignity, and ability to carry out their work free from hate and harassment cannot be negotiable nor is our demand for accountability.

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