

No Evidence that Dean Bullied & Harassed Professor



- *'Get it through your thick skull. . .'*
- *'This may be your last rodeo cowboy'*

These remarks allegedly made by a college dean to a professor clearly crossed the line and constituted bullying and harassment under the collective agreement. The problem was the professor couldn't prove the dean ever actually made them. Thus, of the 20-30 colleagues allegedly present for the 'thick skull' comment, not a single one was called by the professor's lawyers to corroborate that the comment was made. On the contrary, the evidence suggested that the dean was supportive and patient with the professor despite the latter's difficult personality and strong personal differences in opinions between the two. Result: Grievance dismissed [*OPSEU v Sheridan College*, 2018 CanLII 11822 (ON LA), March 12, 2018].