

Hanna Jamet Lange v. Patrick Quinn

Complaint Received: April 3, 2020

Decision Made: May 10, 2020

Complainant

- Councillor Hannah Helene Jamet Lange

Respondent

- Executive Patrick Quinn

Judicial Board Members

- Majority
 - Jack Alarie
 - Shaina Willison
 - Emily Zunti
 - Elizabeth Spinnozzi
 - Guila Cohen
- Non-Voting Chairperson
 - Shai Navi

Statement of Facts

On February 12th, 2020, after a Regular Council meeting, an email pertaining to the call of impeachment made by Hannah Jamet Lange, towards the General Coordinator, Christopher Kalafitidis was sent. Councillor Hannah Jamet Lange, Executive Isaiah Joyner, Councillor Lauren Perozek, and Minute Keeper S Shivaane remained in the original room of the regular council meeting. Executives Christopher Kalafitidis and Patrick Quinn, as well as Danielle Beaudin, entered the room and began questioning the Complainant.

The Judicial Board received a formal complaint from the Complainant, Hannah Jamet Lange, against the Respondent, Patrick Quinn, on April 3, 2020, pertaining to this conversation.

A response from the respondent, Patrick Quinn, was received on April 22, 2020.

Decision

By a Unanimous decision made by the Judicial Board, we find that the Respondent, Patrick Quinn, conducted inappropriately and in breach of the Concordia Student Union Code of Conduct towards the complainant.

This decision is based upon the conclusive evidence seen in Appendix 1, where a recording of the Respondent demonstrates clear violations of Articles 1.3, 1.5, and 2.1.3. Within this evidence there is the use of inappropriate remarks, unprofessional conduct, and disrespectful behavior, all being demonstrated by a representative of the Concordia Student Union Executive.

1.3 Act in good faith towards the Union and the Student Union Representatives

1.5 Maintain professional and respectful relationships with other Student Union Representatives and Student Union Members.

2.1.3 Harassing, intimidating, or bullying another person, whether physically or verbally.

The Judicial Board does not take the demonstrated conduct lightly, and thus as per Code of Conduct Article 6.1 6.3.2, and 6.3.6, we have decided that the Respondent, Executive Patrick Quinn, be issued **temporary suspension** during the 2020-2021 mandate, **from all entitlements and functions** related to the Student Union (beginning June 2020). Furthermore, **a formal written apology** from the Respondent to the Complainant pertaining to the inappropriate conduct.

6.1 If the Judicial Board finds that a Student Union Representative violated this Code they may impose sanctions listed in Section 6.3 of this Code.

6.3.2 A written or verbal apology on behalf of Respondent to Complainant and or the Student Union

6.3.6 Temporary Suspension: The Student Union Representative will temporarily be suspended from all entitlements and functions and may not participate in any union activities or union-related activities for a specified period of time.

As per *Articles 6.2, 6.2.2 and 6.2.3*, considering the reoccurring nature of these types of complaints against the Respondent, Patrick Quinn, the Judicial Board finds an apology letter insufficient for the case at hand. Therefore, we believe the conduct demonstrated requires a mandatory temporary suspension as a satisfactory resolution for the Respondent's actions.

6.2 In determining the just and appropriate sanction the Judicial Board or Third Party Ombudsperson shall notably consider the following factors:

6.2.1 The appropriateness of an informal resolution;

6.2.2 The seriousness of the violation;

6.2.3 Whether the Representative has previously been found to have committed violations of a similar nature;

6.2.4 Whether the violation brings the Student Union into disrepute;

6.2.5 The impact of the sanction on the Representative's education;

6.2.6 Failure or refusal to respect or follow previous sanctions under the Code;

6.2.7 Any other relevant circumstances.

Conclusion

Through the conclusive evidence heard in the recording, the Judicial Board finds the Respondent, Patrick Quinn, to have breached the Concordia Student Union Code of Conduct *Articles 1.3, 1.5, and 2.1.3*. Furthermore, due to the past complaints received pertaining to the Respondent, the board refers once again to the Code of Conduct *Articles 6.2, 6.2.2, and 6.2.3*. Thus, as per *Articles 6.1 6.3.2, and 6.3.6* we decide to issue **a mandatory apology letter directed to the Complainant** (Judicial Board CC'd) and **a mandatory temporary suspension beginning June 2020**, for the 2020-2021 mandate.

Appendix 1



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