

September 13, 2021

Tom Marazzo
[REDACTED]
[REDACTED]
[REDACTED]

Dear Tom,

Re: Termination of Employment

On September 6th, 2021, you sent out an email from your Georgian College email account to over 200 other Georgian College employees. Your email implied that the COVID-19 Vaccination Procedure recently implemented by the College was illegal, unjustified and immoral. You also attempted to persuade other employees to join a lawsuit against the College and to disobey a College procedure.

You also subsequently forwarded your own message (and the names and College email addresses of our 200 College employees) to another outside email account. Your actions are in violation of the College's Employee Code of Conduct, the Appropriate Use of Email and Anti-Spam Compliance Policy and the Information Technology Acceptable Use Procedure.

These actions are considered serious misconduct. Therefore, your employment with the College is terminated immediately for cause.

I would like to remind you that you signed a non-disclosure agreement, therefore, it is expected you continue to comply with it and not disclose any confidential or proprietary information related to your work at Georgian College. It is also expected that any documents (either hard copy or in electronic form) and any college property be returned to the College immediately. Any outstanding pay will be forwarded to you.

If you have any further questions please contact me.

Sincerely,

David Coward
Vice President, Human Resources

- c. Mira Ray, Director Research and Innovation
- Tim Krywulak, Associate Dean, Design & Visual Arts
- Employee File