

**From:** Wayne Hand  
**Sent:** Friday, October 14, 2016 2:59 PM  
**To:** Ron Korkut <[Ron\\_Korkut@bcit.ca](mailto:Ron_Korkut@bcit.ca)>  
**Cc:** Cory Langford <[Cory\\_Langford@bcit.ca](mailto:Cory_Langford@bcit.ca)>; James Cai <[James\\_Cai@bcit.ca](mailto:James_Cai@bcit.ca)>  
**Subject:** Communication of your document at BCIT

Hello Ron,

I understand that on two recent occasions, you sent a document entitled "Ref. Restriction of communication" and an attachment entitled, "The Report of Corruption in the Supreme Court of British Columbia", to Ana Lopez, Vice President of Human Resources. From what I understand, the attachment appears to be similar to the document you previously sent me, and to the document you previously sent to James Cai.

I am writing to remind you of James Cai's May 3, 2016 email to you, in which James wrote (in part) as follows:

*While I have no doubt that you are passionate in respect to the issues set out in your Report, please do not deliver this Report to your work colleagues or other employees at BCIT while you are on BCIT-time working or on [sic] while you are on BCIT premises. This Report is your own document, and it does not relate to your employment with BCIT. In addition, the Report is very formal, and with you being our instructor, I have concern that this may be interpreted as a BCIT document. Finally, while I don't profess to have a legal background, and I obviously can't provide you with legal advice, I'm concerned that the Report may create at least the risk of potential legal action (i.e., defamation suits).*

*Additionally, please be aware that whatever you do on your own time is primarily your own concern. However, off-duty conduct that harms your employer's reputation or adversely impacts your employer's business could create a cause for concern for BCIT. As such, I'm asking you to please consider what you will be doing with respect to this Report. You have an excellent union that can give advice on these sorts of matters. Please don't hesitate to contact it if you would like to.*

BCIT expects that you will not deliver your "Ref. Restriction of communication" and/or "The Report of Corruption in the Supreme Court of British Columbia", or similar-themed personal documents, to your work colleagues or other employees at BCIT while you are on BCIT-time working or while you are on BCIT premises. Further, BCIT expects that you will not use BCIT resources to distribute these personal documents.

If you have any questions or require any additional clarification, please feel free to contact me.

Thank you,

Wayne Hand

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**Wayne Hand P.Eng. MBA**

Dean, School of Construction and the Environment

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Ron Korkut <[ronkor51@gmail.com](mailto:ronkor51@gmail.com)>

11:31 AM  
(9 hours  
ago)

to Ron

Mr. Hand,

Considering the significance of the issue, from the point of protection of the PUBLIC, including the employees of BCIT, would you PLEASE, send me a copy of your email signed in compliance with the procedural norms.

Ron Korkut

Ethics First

On Thu, Oct 20, 2016 at 9:02 AM, Ron Korkut <[Ron\\_Korkut@bcit.ca](mailto:Ron_Korkut@bcit.ca)> wrote: