

**THE UNIVERSITY TRIBUNAL
THE UNIVERSITY OF TORONTO**

IN THE MATTER OF charges of academic dishonesty made on
September 23, 2013,

AND IN THE MATTER OF the University of Toronto *Code of Behaviour on
Academic Matters, 1995,*

AND IN THE MATTER OF the *University of Toronto Act, 1971, S.O.
1971, c. 56 am.*

B E T W E E N:

THE UNIVERSITY OF TORONTO

- and -

W [REDACTED] N [REDACTED] B [REDACTED]

REASONS FOR DECISION

Hearing Date: Tuesday, November 26, 2013

Panel Members:

Ms. Dena Varah, Barrister and Solicitor, Chair

Dr. Maria Rozakis-Adcock, Laboratory Medicine and Pathobiology, Faculty
Member

Ms. Lucy Chau, Student Member

Appearances:

Ms. W [REDACTED] N [REDACTED] B [REDACTED], The Student

Mr. Robert A. Centa, Assistant Discipline Counsel

In Attendance

Ms. Lucy Gaspini, Manager, Academic Integrity and Affairs, University of Toronto
Mississauga

Ms. Sinéad Cutt, Administrative Assistant, Appeals, Discipline and Faculty
Grievances, Office of the Governing Council

REASONS FOR DECISION

1. The Trial Division of the University of Toronto Tribunal was convened on August 19, 2013 to consider charges advanced by the University of Toronto (the "University") against W█████ N█████ B█████ (the "Student") under the Code of Behaviour on Academic Matters (the "Code").

The Charges

2. The Student is charged with six offences under the Code:
 - (a) On or about November 28, 2011, you knowingly represented as your own an idea or expression of an idea, and/or the work of another in a laboratory report that you submitted for academic credit in CHM211H5F (the "Course"), contrary to section B.I.1(d) of the Code.
 - (b) On or about November 28, 2011, you knowingly obtained unauthorized assistance in connection with a laboratory report that you submitted for academic credit in the Course, contrary to section B.I.1(b) of the Code.
 - (c) In the alternative, on or about November 28, 2011, you knowingly engaged in a form of cheating, academic dishonesty or misconduct, fraud or misrepresentation not otherwise described in the Code in order to obtain academic credit or other academic advantage of any kind in connection with a laboratory report that you submitted for academic credit in the Course, contrary to section B.I.3(b) of the Code.
 - (d) In Fall 2012, you were a party to the offence of knowingly using or possessing unauthorized aids or obtaining unauthorized assistance in connection with a form of academic work submitted in the Course, contrary to section B.I.1(b) of the Code.
 - (e) In Fall 2012, you were a party the offence of knowingly committing plagiarism in connection with academic work submitted for credit in the Course, contrary to section B.I.1(d) of the Code.
 - (f) In the alternative, in September 2012, you were a party to the offence of knowingly engaging in a form of cheating, academic dishonesty or misconduct, fraud or misrepresentation not otherwise described in the Code in order to obtain academic credit or other academic advantage of any kind in connection with academic work submitted for credit in the Course, contrary to section B.I.3(b) of the Code.

Agreed Statement of Facts and Plea

3. At the outset of the hearing, Discipline Counsel advised that the University and the Student had entered into an Agreed Statement of Facts. The Agreed Statement of Facts is attached hereto as Appendix "A".
4. Pursuant to the Agreed Statement of Facts, the Student pled guilty to charges (1)-(3) listed above. Discipline Counsel advised that if the Tribunal accepted the plea on either of the first two charges then the University withdrew charge (3).
5. The Student admitted that she knowingly provided unauthorized assistance to the students to whom she sold the course materials. As explained below, the panel convicted the Student on charge (4) but did not believe that the agreed facts supported a conviction on charge (5). Discipline Counsel advised that if the Tribunal convicted on either charge (4) or charge (5) then the University withdrew charge (6).
6. The Student was in attendance and confirmed that she pled guilty to the charges as provided for in the Agreed Statement of Facts.
7. The details of the charges are set out in the Agreed Statement of Facts and are supported by the documents contained in the Joint Book of Documents. The charges relate to the purchase by the Student of a package of material relating to CHM211H5F including a lab report for Experiment #5, from which the Student plagiarized. The Student sold the package of materials for the Course, which included lab reports for Experiment #5. The essential elements of the charges are set out below.

The Facts underlying Charges 1-3

8. The Student was enrolled in CHM211H5F – Fundamentals in Analytical Chemistry (the "Course") in Fall 2011. The syllabus for the Course, which the Student admits she received, in part, as follows:

Individual Work: Laboratory Work and Problem Sets

All laboratory work and problem sets are to be submitted individually as independent items of course work. While I encourage you to discuss the general approach to solving problems with your fellow students, note that the actual term work submitted should be done by yourself and yourself alone. If in doubt, I recommend that, following a discussion session with your peers, a one-hour break be taken prior to working on your course work alone. Note that **it is an academic offence to receive or give unauthorised aid** toward the completion of independent course work. That is, providing your peers with access to your work (e.g. letting your peers see your problem set solutions) is as much of an academic offence as copying your peer's answers and submitting those as your own. Please review the Code of Behaviour on Academic Matters (Section 13.2) of your Academic Calendar for more details.[emphasis in original]

9. The academic requirements for the Course included five lab reports, which were worth a total of 35% of the final grade in the Course.
10. During the Course, the Student purchased a package of materials from a student who was previously enrolled in the Course. The material she purchased included a copy of that student's Laboratory Report #5 (the "Purchased Report").
11. On November 28, 2011, the Student submitted Laboratory Report #5 in partial completion of the Course requirements (the "Submitted Report"). The Student admits she copied the answers to questions 11, 16, and 17 from the Purchased Report.

The Facts underlying Charges 4-6

12. In September 2012, the Student posted a note on the website www.tusbe.com, which indicated that her Course materials were for sale. The Student admits that she then sold her course materials separately to two students who were enrolled at the University of Toronto and who were both registered in the course in the Fall of 2012. The Course materials she sold contained assignments, laboratory reports, term tests, and both the Purchased Report and the Submitted Report.
13. One of the two students to whom the Student sold the materials ("Buyer 1") used the material she purchased, including the Purchased Report, to complete Laboratory Report #5. Buyer 1 subsequently plead guilty to academic misconduct.
14. The second student to whom the Student sold the materials ("Buyer 2") shared the material she purchased with two other students. Buyer 2 and those students then collaborated in the preparation of their answers to Experiment #5. Material from the Purchased Report and the Submitted Report appeared in the Laboratory reports submitted by these three students all of whom subsequently admitted to having received unauthorized assistance in their academic work.

Decision on Charges

15. The Tribunal reviewed the Agreed Statement of Facts, the documents in support thereof and considered the submissions of Discipline Counsel. After deliberations, the Tribunal determined that the evidence proved charges 1 and 2 and accepted the guilty plea entered into by the Student.
16. As a result, the University withdrew charge 3. The Tribunal makes no findings or determinations with respect to this charge.

17. With respect to Charges 4 to 6, the Tribunal determined that the facts proved Charge 4. The Tribunal noted that the Student had explicitly plead guilty to Charge 4 but not to Charge 5. The only fact to support Charge 5, aiding and abetting plagiarism, was that it was foreseeable to the Student that the Buyers would copy the lab reports because she herself had done so. Discipline Counsel was not aware whether the Buyers and the two other implicated students had plead to plagiarism or whether it had been established that they plagiarised any of the course materials purchased from the student. The Agreed Statement of Facts only states that they plead guilty to use of unauthorized materials. The Tribunal therefore did not convict the Student on Charge 5.
18. As a result of the conviction on Charge 4, the University withdrew charge 6. The Tribunal makes no findings or determinations with respect to this charge.

Penalty

19. Penalty was contested.

Evidence on Penalty

20. The University and the Student submitted an Agreed Statement of Facts on Penalty, which detailed a prior offence of the Student. In Fall 2011, the Student was enrolled in BIO204H5F – Introduction to Physiology. On November 25, 2011, the Student submitted Lab Report #5 in partial completion of the requirement of that course.
21. On December 13, 2011, the Student met with the course professor, who expressed concern that the Student's lab report was similar to the lab report submitted by another student in the Course.
22. . Almost a year later, on November 16, 2012, the Student met with Professor Scott Graham, the Dean's Designate for Academic Integrity at the University of Toronto Mississauga. The Student admitted at that meeting that she had received unauthorized assistance from another student in violation of the Code.
23. The Student submitted a letter dated July 31, 2012 from Marie Mathai, Community Safety Case Work at the University. The letter recounted a meeting Ms. Mathai had with the Student and her sister in which they detailed domestic violence directed against their mother and towards them. Their mother had separated from their father five years earlier, but their mother subjected them to verbal berating, emotional abuse and threats. They were kicked out of the home in July 2012 and accessed interim housing at the University. The Student and her sister indicated

that they did not have the financial ability to move out of the home.

24. . The Student testified on her family situation, indicating that her mother had taken her laptop away around the time the lab report was due. She also testified that she sold the course materials in September because she needed money for tuition. On the previous offence, she noted that it was not resolved until December, and that she had learned her lesson from that sanction.
25. With respect to her intention in purchasing the material, the Student testified that she purchased course materials primarily to prepare for the midterm by reviewing the previous year's examination. She stated that the Physical & Chemical Society, a student organization on campus sold prior examinations, and that she did not believe it was improper. She said her intention was not to copy from the Purchased lab report at the time she purchased the material.
26. 30. On cross-examination, she admitted that the Physical & Chemical Society did not sell completed labs from previous years.

Submissions on Penalty

27. Discipline Counsel submitted that the appropriate penalty in this case is a final grade of "0" in the Course, a suspension of 5 years to come into effect immediately and a recommendation to the Governing Council that the Student be expelled.
28. The Student submitted that the penalty was inappropriate, but she did not propose an alternative penalty.
29. Discipline Counsel outlined the factors the Tribunal should consider in determining the appropriate penalty:
 - (a) the character of the person charged;
 - (b) the likelihood on repetition of the offence;
 - (c) the nature of the offence committed;
 - (d) any extenuating circumstances surrounding the commission of the offence;
 - (e) the detriment to the University occasioned by the offence; and
 - (f) the need to deter others from committing a similar offence.

(In the Matter of the University of Toronto Code of Behaviour and an Appeal by Mr. C., [Case No. 1976/77-3; November 5, 1976])

30. On factors (a) and (b), Discipline Counsel noted that the Student sold her course materials after meeting with her professor to discuss the concern about her lab. He did fairly admit, however, that there was minimal evidence before the Panel to determine the Student's character or the likelihood of repetition of the offence.
31. Discipline Counsel focussed primarily on the nature of the offence, the detriment to the University occasioned by the offence and the need for general deterrence. He argued that the Student's offences of purchasing the Course Materials and subsequently plagiarizing from the Purchased lab report are indistinguishable from the offence in the purchased essay cases, of which he included four in the Book of Authorities.
32. Discipline Counsel relied heavily on the University of Toronto and C.H.K (Case Nos. 596/597/598; November 23, 2011), in which the Discipline Appeals Board concluded that purchasing essays are amongst the most egregious offences a student can commit in a university setting. The Appeals Board outlined the elements of intention, deliberation and knowing deception that characterize the offense as well as the introduction of a commercial element into the relationship of a student with the University. The Appeals Board in that case concluded that expulsion should be considered likely in cases of students purchasing and submitting purchased essays as their own work for academic credit.
33. According to Discipline Counsel, the Student in this case compounded the offence by subsequently selling the materials. He noted that none of the cases involved one Student who both bought and sold academic materials. As either offence can (and likely will) result in a recommendation of expulsion, the two together should inevitably lead to this result.

Decision of Penalty

34. The Panel carefully considered the facts of this case, the factors in deciding penalty and the precedents put before it. It is aware, as noted by Discipline Counsel, that the prior Panel decisions are not binding. These decisions do offer guidance for the Panel on the penalties imposed on other students in similar circumstances. It has determined that the proper penalty in this case is a final grade of zero in the Course, a five-year suspension and a recommendation to the Governing Council that the Student be expelled.

35. The Panel agreed with Discipline Counsel that the most important factors in this case are the nature of the offences, the detriment to the University occasioned by the offences and the need for general deterrence.
36. The Panel did not agree that the Student's prior offence is an aggravating factor in this case. The penalty for the prior offence was not imposed until after the Student committed the offences at issue in this hearing. The fact that she had notice that her Professor was investigating her does not rise to the level of a prior offence for the purposes of sentencing in this case. There can be no conclusion that the Student did not learn from that offence or that there is a strong likelihood of recidivism.
37. Similarly, the Panel was not satisfied that the Student's family situation was a mitigating factor in this case. Although the Tribunal is sympathetic to the Student's difficult family circumstances, the letter submitted as evidence was several months after the first offences and months before the second. The Panel is well aware that domestic difficulties can span months and years, but it did not have any evidence before it to make a conclusion in this regard. In fact, as Discipline Counsel noted, the Student performed extremely well in her courses in the first semester of 2011. Even if the Panel did have the necessary evidence before it, it would not rise to the level to excuse the offences at issue or to affect the ultimate penalty.
38. The Panel also does not accept that this case is exactly analogous to the purchased essay cases. The Appeals Board in C.H.K. emphasized the "intention, deliberation and knowing deception" that characterized the offences of purchasing an essay for submission in a course. The Appeals Board also noted that in these cases, "the student buys an original work, tailored to the specific subject and which will not be found through the increasing sophisticated antennae of professors and their electronic helpers." The Appeals Board referred to the Provost's Guidelines for Sanction, which recommends expulsion as an appropriate penalty for submitting purchased work.
39. In this case, the Student testified that she did not purchase the material with the intention to cheat and was instead primarily seeking prior examinations to prepare for her midterm; there was no suggestion that purchasing examinations (as opposed to graded assignments) was improper. The Panel accepts that the Student did not purchase the materials with the "intention, deliberation and knowing deception" as characterize the students in the purchased essay cases. Rather, it appears that Student succumbed to the temptation of plagiarizing Lab Report #5 when it became clear that the questions had been repeated. This in itself is a serious offence – plagiarism has long been described as one of the most serious offences in a University setting – but alone would

likely lead to a suspension rather than an expulsion.

40. The reason the Panel recommends expulsion rather than the lesser penalty of a suspension is the Student's subsequent sale of the materials. Although the Student's purchase of the material was without deliberation and knowing deception, the same cannot be said of the sale of her materials. She sold the materials with the knowledge that the lab reports had a selection of questions that were repeated. She included in her package of materials both the Purchased Lab Report and the Submitted Lab Report thereby providing the students to whom she sold the materials, a greater opportunity to benefit from unauthorized assistance.
41. The Student took the time and made the effort of advertising the materials, copying them and selling them to the two Buyers. . It does not appear that the Student did give much thought to her actions, but for the fact that she needed money, a fact to which she testified. Her failure to consider the consequences of her sale of the materials does not diminish the knowledge she had that the Buyers would have an unfair advantage over their peers. It is precisely this unfair advantage that the Professor referenced in the Course Syllabus. This Student clearly saw the opportunity for monetary profit and did so with little or no regard to the detriment to her fellow students or to the University.
42. There was no evidence on how often these types of informal transactions between students occur; most of the precedents submitted by Discipline Counsel involved more organized and professional essay and assignment preparation services¹. Whether these types of transactions are rare or very common (and the Student was unlucky enough to be caught), the harm to the University and the need for general deterrence is significant. The fact that students post on a website and recycle course work already completed is particularly concerning. Without significant sanctions, there is little to deter students from this easy money making venture. This increases the need for general deterrence.
43. We do note that we are not particularly concerned with the financial aspect of these exchanges but for the fact that it provides extra incentive to students. Several precedents warn of the danger of introducing commercialism into the academic process and treat it as an aggravating factor. We consider this somewhat idealistic. It is not the financial transaction in a university setting *per se* that is the problem but the provision of unauthorized assistance that is not permissible. It must be

¹ See for example *The University of Toronto and Y. L. (Case No.686; December 6, 2012)*, in which the student posted on a website that solicited bids to complete assignments for students. The panel recommended expulsion.

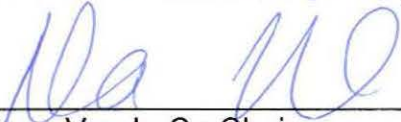
clear to students that providing unauthorized assistance to other students - for a quick dollar or for friendship – is cheating and will not be tolerated.

Order

44. Accordingly, the Panel imposes the following penalty:

- (a) the Student receive a final grade of "0" in the Course;
- (b) The Student be suspended from the University for a period of 5 years effective immediately;
- (c) A recommendation be made to the Governing Council that the Student be expelled from the University; and
- (d) this case be reported to the Provost, with the Student's name withheld, for publication of a notice of the Decision of the Tribunal and sanction imposed.

DATED at Toronto this 20th day of January, 2014.



Dena Varah, Co-Chair

APPENDIX A

THE UNIVERSITY TRIBUNAL
THE UNIVERSITY OF TORONTO

IN THE MATTER OF charges of academic dishonesty filed on September 23, 2013,

AND IN THE MATTER OF the University of Toronto Code of Behaviour on Academic Matters, 1995,

AND IN THE MATTER OF the University of Toronto Act, 1971, S.O. 1971, c. 56 as amended S.O. 1978, c. 88.

B E ¹ N W E E N:

THE UNIVERSITY TRIBUNAL THE UNIVERSITY OF TORONTO
UNIVERSITY OF TORONTO
AND

[Redacted]

- AND -

This Exhibit is produced by

the University
this 26 day of November, 2013...
Sinead Lutt

AGREED STATEMENT OF FACTS

1. These hearings arise out of charges of academic misconduct filed by the Provost of the University of Toronto (the "Provost") under the Code of Behaviour on Academic Matters ("Code") on September 23, 2013. For the purposes of the hearing, the Provost and W [Redacted] B [Redacted] have prepared this Agreed Statement of Facts ("ASF") and a joint book of documents ("JBD"). The Provost and Ms. E [Redacted] agree that:

- (a) each document contained in the JBD may be admitted into evidence before the Tribunal for all purposes, including for the truth of the document's contents, without further need to prove the document; and
- (b) if a document indicates that it was sent or received by someone, that is prima facie proof that the document was sent and received as indicated.

A. Notice of hearing and consent to having cases heard at the same time

2. Ms. B [REDACTED] admits that she received a notice of hearing for November 27, 2013, and that she received reasonable notice of the hearing. The notice of hearing is included in the JBD at Tab 1.

B. Charges and guilty pleas

3. Ms. B [REDACTED] admits that she received a copy of the charges filed by the Provost. The charges are included in the JBD at Tab 2. Ms. B [REDACTED] waives the reading of the charges filed against her, and hereby pleads guilty to charges #1 to #6.

4. The Provost agrees that if the Tribunal convicts on:

- (a) either charge #1 or #2, the Provost will withdraw charge #3;
- (b) either charge #4 or #5, the Provost will withdraw charge #6.

5. At all material times, Ms. B [REDACTED] was a registered student at the University of Toronto Mississauga. A copy of Ms. B [REDACTED]'s academic record is included in the JBD at Tab 3.

C. *The B [REDACTED] Lab Report*

6. In Fall 2011, Ms. B [REDACTED], enrolled in CHM211H5F 2011(9) – Fundamentals of Analytical Chemistry, which was taught by Prof. Paul Piunno (“Course”). A copy of the syllabus for the Course for Fall 2012 is included in the JBD at Tab 4. Ms. B [REDACTED] admits that she received a copy of the 2011 version of the syllabus, which was identical in all material respects to the syllabus used in 2012.

7. The syllabus stated, in part, as follows:

Individual Work: Laboratory Work and Problem Sets

All laboratory work and problem sets are to be submitted individually as independent items of course work. While I encourage you to discuss the general approach to solving problems with your fellow students, note that the actual term work submitted should be done by yourself and yourself alone. If in doubt, I recommend that, following a discussion session with your peers, a one-hour break be taken prior to working on your course work alone. Note that **it is an academic offence to receive or give unauthorised aid** toward the completion of independent course work. That is, providing your peers with access to your work (e.g. letting your peers see your problem set solutions) is as much of an academic offence as copying your peer’s answers and submitting those as your own. Please review the Code of Behaviour on Academic Matters (Section 13.2) of your Academic Calendar for more details.[emphasis in original]

8. The academic requirements for the Course included 5 lab reports, which were worth a total of 35% of the final grade in the Course.

9. On November 28, 2011, Ms. B [REDACTED] submitted Laboratory Report #5 in partial completion of the Course requirements (the “B [REDACTED] Report”). A copy of the graded version of the B [REDACTED] Report is included in the JBD at Tab 5.

10. Ms. B [REDACTED] admits that, in Fall 2011, she purchased a package of material relating to the Course from Shaan Gupta, a student who had previously taken the Course. The material she purchased included a copy of Ms. Gupta’s Laboratory Report #5 (the “Gupta Report”), a copy of which is included in the JBD at Tab 6.

11. Ms. B [REDACTED] admits that she copied the answers to questions 11, 16, and 17 from the Gupta Report into the B [REDACTED] Report that she submitted.

12. With respect to the B [REDACTED] Report, Ms. B [REDACTED] admits that she:

- (a) knowingly represented the ideas of Shaan Gupta, the expression of the ideas of Shaan Gupta, and the work of Shaan Gupta as her own;
- (b) knowingly committed plagiarism contrary to section B.I.1(d) of the Code;
- (c) knowingly received unauthorized assistance from the Gupta Report contrary to the B.I.1(b) of the Code; and
- (d) knew that she was engaged in a form of cheating, academic dishonesty or misconduct, fraud or misrepresentation in order to obtain academic credit, contrary to section B.I.3(b) of the Code.

D. The sale of the B [REDACTED] Report

13. In September 2012, Ms. B [REDACTED] posted a note on the website www.tusbe.com, which indicated that her Course materials were for sale. Ms. B [REDACTED] admits that she then sold her course materials separately to both Farzana Nushin Rezvi and Fawzia Yusuf. Ms. Rezvi and Ms. Yusuf were students at the University of Toronto and were both registered in the course in the Fall of 2012.

14. Ms. B [REDACTED] admits that the course materials she sold included assignments, laboratory reports, term tests, and both the B [REDACTED] Report and the Gupta Report.

15. Ms. Yusuf subsequently used the material she purchased from Ms. B [REDACTED] including the Gupta Report, in completing her report for Laboratory #5, which she submitted for academic credit in the Course. Ms. Yusuf admitted that she had committed academic misconduct.

16. Ms. Rezvi subsequently made the material she purchased from Ms. B [REDACTED] available to Sanjid Shahriar. Mr. Shahriar, Ms. Rezvi, and Mr. Mohammed Ahasan then collaborated in the preparation of their answers to Experiment #5. Material from the B [REDACTED] Report and the Gupta Report appeared in the Laboratory reports submitted by Ms. Rezvi, Mr. Shahriar and Mr. Ahasan, all of whom subsequently admitted to having received unauthorized assistance in their academic work.

17. Ms. B [REDACTED] admits that she knowingly provided unauthorized assistance to Ms. Rezvi and Ms. Yusuf by selling her course materials to them. Ms. B [REDACTED] admits that it was foreseeable that Ms. Rezvi and Ms. Yusuf would copy from the course materials because Ms. B [REDACTED] herself had done exactly that with the Gupta Report.

E. Investigation

18. On December 19, 2012, Omair Noor, the Teaching Assistant in the Course, notified Prof. Piunno that Ms. Rezvi, Ms. Yusuf, and Mr. Shahriar submitted Laboratory Reports for experiment 5 that contained identical responses to certain questions. Prof. Piunno's subsequent investigation of this apparent misconduct revealed Ms. B [REDACTED]'s involvement. A copy of Prof. Piunno's investigation report dated February 4, 2013, is included in the JBD at Tab 7 (without exhibits).

19. On August 1, 2013, Ms. B [REDACTED] met with Prof. Catherine Seguin, the Dean's Designate for Academic Integrity at the University of Toronto Mississauga. Ms. B [REDACTED] acknowledges that the Dean's Designate provided her with the warning required during the Code of Behaviour on Academic Matters. During the meeting with Prof. Seguin, Ms. B [REDACTED] admitted that she had violated the Code by:

- (a) purchasing the Gupta Report and copying from it when she submitted her Laboratory Report #5 in 2011; and
- (b) selling her course materials to Ms. Rezvi and Ms. Yusuf.

20. Ms. B [REDACTED] acknowledges that:

- (a) the Provost of the University of Toronto has made no representations or promises as to what sanction the Provost will seek in this case; and
- (b) she is signing this ASF freely and voluntarily, knowing of the potential consequences she faces, and does so with the advice of counsel. *or having waived the right to*

Signed on November 26, 2013.

[REDACTED]

[REDACTED] *S.C.*

W [REDACTED] B [REDACTED]

Signed on November 25, 2013.

Robert A. Centa

Robert A. Centa
Assistant Discipline Counsel
University of Toronto

received unauthorized assistance in their academic work.

17. Ms. B [REDACTED] admits that she knowingly provided unauthorized assistance to Ms. Rezvi and Ms. Yusuf by selling her course materials to them. Ms. B [REDACTED] admits that it was foreseeable that Ms. Rezvi and Ms. Yusuf would copy from the course materials because Ms. B [REDACTED] herself had done exactly that with the Gupta Report.

E. Investigation.

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- (a) the Provost of the University of Toronto has made no representations or promises as to what sanction the Provost will seek in this case; and
- (b) she is signing this ASF freely and voluntarily, knowing of the potential consequences she faces, and does so with the advice of counsel.

Signed on November 25, 2013.

[REDACTED]

W [REDACTED] E [REDACTED]

Signed on November __, 2013.

Robert A. Centa
Assistant Discipline Counsel
University of Toronto