



[Redacted]

**Re: FW: Twitter complaints re: Louise Moody**

1 message

3 January 2019 at 15:44

To: [Redacted]  
Cc: [Redacted]

Dear Janet,

[Redacted]

As a courtesy we allow recent graduands to keep a York e-mail address. That is Louise's position. She is not employed by us, and during her last contract with us, was on a research post that did not give her any contact with students.

[Redacted]

Given that she is not an employee, I don't see how we can ask Louise to be subject to our social media policy. On the substantive issue she has not, as far as I am aware, engaged in hate speech.

[Redacted]

[Redacted]

Best

Alan

On Thu, 3 Jan 2019 at 14:57, [Redacted] wrote:

Dear Alan

Further to the message below, I understand that this issue has escalated over the Christmas break. In considering how this might be addressed it would be helpful to understand the nature of any relationship that Louise currently has with the University and whether there are likely to be any future links and, if so, how the department would wish to represent these.

Many thanks

Janet

---

**From:** [REDACTED]  
**Sent:** 26 November 2018 16:41  
**To:** [REDACTED]  
**Subject:** RE: Twitter complaints re: Louise Moody

Hi Alan

This background is helpful. Whilst the tweets were posted in a private capacity, her LinkedIn and Researchgate profiles both state that she is a Research Associate at the University of York and she is also on the University directory. In responding to the complaint (not sure by whom at this stage) it would be helpful to understand whether she has an ongoing relationship with the department.

Best wishes

Janet

**From:** [REDACTED]  
**Sent:** 26 November 2018 15:50  
**To:** [REDACTED]  
**Subject:** Fwd: Twitter complaints re: Louise Moody

Dear Janet,

Before we talk I thought I would send you some of the background below. Louise is one of a series of philosophers who have been targeted in a systematic way.

Best

Alan

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Mon, 26 Nov 2018 at 13:16  
**Subject:** Re: Twitter complaints re: Louise Moody

To: [redacted] >  
Cc: [redacted] <[redacted]>

Dear John, Alistair, Joanne,

Perhaps you could clarify for me, as Louise's Head of Department, what the procedure is for assessing complaints that a staff member has breached the University's social media policy?

I should give you all some background that may be useful: following the discussion of the Gender Recognition Act, [redacted] initiated a debate on the relation between sex, gender and self-identification. Each of them has been targeted by a minority of trans activists on social media. The pattern is the same: these philosophers are accused of being transphobic, their views are described as hate speech, and they are accused of creating a discriminatory environment for trans students. On this basis complaints are made to their employers.

[redacted]

[redacted]

[redacted]

[redacted]

[redacted] The allegations that any of these individuals, including Dr Moody, has discriminated against students because they are trans is defamatory, but that is an issue for the individuals.

Given that Louise Moody was tweeting in a personal capacity, and expressing a view on these academic issues, I am at a loss to see why this is a breach of our social media policy. But I would be happy to hear other people's views.

Kind regards

Alan

On Mon, 26 Nov 2018 at 10:12, [REDACTED] wrote:

Good morning both,

Over the weekend the main Twitter account for the university has received several complaints from users regarding Dr Louise Moody, who I understand to be an associate within the department of Philosophy.

I have reviewed these complaints and the content they have brought to my attention, and I am inclined to agree that they do not look good re: University social media policy and Equality and Diversity policy, mainly in relation to what she says about transgender people. As such I wanted to bring this to your attention so that you can decide for yourselves whether any action is required.



A selection of Dr Moody's tweets:

Calls "transgender ideology" insane:

<https://twitter.com/Godstopper1981/status/1066103798819667968>

Mocking the idea of gender identity:

<https://twitter.com/Godstopper1981/status/1066406126022000642>

<https://twitter.com/Godstopper1981/status/1066394323057557505>

Mocking the LGBT acronym:

<https://twitter.com/Godstopper1981/status/1066104759936008192>

I would appreciate it if myself and Jo could be kept informed on this issue as Jo is handling social media this week.

Thanks, and my regards,

--

John Craige

Content Producer (Internal Communications)

Content & Communications Team

Marketing

University of York  
York YO10 5DD



Pronouns: he/him/his

Contact Marketing: [REDACTED]

Email disclaimer: <http://www.york.ac.uk/docs/disclaimer/email.htm>



[Redacted]

**Re: Louise Moody: update**

1 message

3 January 2019 at 16:39

To: [Redacted]  
Cc: [Redacted]

[Redacted]

Best

Alan

On 3 Jan 2019, at 16:01, [Redacted] wrote:

[Redacted]

----- Forwarded message -----

From: [Redacted]  
Date: Thu, 3 Jan 2019 at 15:21  
Subject: Louise Moody: update  
To: [Redacted] Susannah Harrison [Redacted]

Dear all,

Just a quick update: a new facet of the story is that people (on both sides of the debate) are taking the fact that Louise isn't employed here (which she and others have posted about on Twitter) as meaning that Louise has been sacked by us as a result of this issue.

[Redacted]

Thanks, Jo

--  
Joanne Casey  
Senior Content Producer & Team Lead  
Content & Communications Team  
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+ [Redacted]

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[Redacted]

**Louise Moody**

1 message

11 January 2019 at 16:02

To: [Redacted]

Dear Janet,

Two questions for you – neither urgent.

(1) We discussed not Louise Moody’s case, but the underlying principles, at DMT. From now on we will explicitly ask those taking up any honorary role with us to comply with the University’s social media policy even if they are not employees.

Louise has her rights to academic freedom and her right to free speech – she also has to comply with Twitter’s terms of use. But as the issues have become more heated and she is more personally targeted, her tone has become more unhelpful. This is not about her, but to put us in a better position in the future.

[Redacted]

[Redacted]

Best

Alan

--  
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Head of Department  
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**Re: louise moody**

1 message

9 May 2019 at 15:07

To: [REDACTED]

Cc: [REDACTED]

A word on the rationale, then on the facts as they pertain to Louise Moody.

The rationale behind this status was that, on graduating, our PhDs may take some time to find a job. It was thought advantageous to give them a title, continued use of a York e-mail address and library borrowing rights to help them in making these applications for their first post.

The list of such research associates is reviewed annually [REDACTED]

As for Louise: she was a fellow of the HRC, then taught for us on a part time basis. She terminated that work because of ill health. She then worked on an Impact Case Study with Tom Stoneham. That paid work, too, is over.

However, a product of that Impact Case Study is a paper co-written with Tom. As they are both still working on it, Tom would certainly prefer Louise to retain her status as that gives her library rights.

There is certainly a prima facie case, then, that as she is co-authoring a paper with a staff member she should retain her status until the next review next summer.

Best

Alan

On May 9, 2019, at 1:56 PM, [REDACTED] wrote:

Ok, what I don't understand is how is a Research Associate title an honorary title and how can it be 'research' if she is not doing any research for us?

Best,  
Sam

**From:** [REDACTED]**Sent:** 09 May 2019 13:28**To:** [REDACTED]**Cc:** [REDACTED]**Subject:** Re: louise moody

I don't think there are any rules about what Philosophy are doing (unless they have established some themselves).

There is some information about the use of formal honorary titles approved at University level (<https://www.york.ac.uk/about/departments/support-and-admin/registrars-secretary/honorary-titles/>).

On Thu, 9 May 2019 at 12:25, [REDACTED] wrote:

Ok, so anybody at the University (HR?) who would know what the 'rules' are in using these titles outside of the University? I assume she is using them in the right way here, but would be good to know what the boundaries are seeing as it is causing us some reputational issues in the media.

---

**From:** [REDACTED]  
**Sent:** 09 May 2019 12:22  
**To:** [REDACTED]  
**Cc:** [REDACTED] [REDACTED]  
[REDACTED]  
**Subject:** Re: louise moody

I presume so. She was a fellow of the HRC before withdrawing on health grounds. At that point we granted her this status. They do come up for periodic review.

We grant the status, as a courtesy, to completing PhD students to help them on the job market.

Best

Alan

On May 9, 2019, at 12:10 PM, [REDACTED] wrote:

Ok, so does that mean she can use her title at public events? She can use it how she wants?

My question is, should she be using it at this public event? She is down as Research Associate, Philosophy, University of York. Is this correct?

---

**From:** [REDACTED]  
**Sent:** 09 May 2019 12:09  
**To:** [REDACTED]  
**Cc:** [REDACTED] [REDACTED]  
[REDACTED]  
**Subject:** Re: louise moody

This is an honorary status that Philosophy conferred that, I think, only we can withdraw.

Best

Alan

On May 9, 2019, at 11:28 AM, [REDACTED]  
[REDACTED] wrote:

I think we do need to ask her because this will keep happening, but maybe it needs to come from HR?

Alex B/Alex F?

Best,  
Sam

---

**From:** [REDACTED]  
**Sent:** 09 May 2019 11:27  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
[REDACTED]  
**Subject:** Re: louise moody

Thanks for your e-mail. Louise's status has not changed.

We could ask her to stop using her York affiliation. But since there is a large number of academics on the "other side" of this debate who have the same views as Louise, that might have PR implications too.

Best

Alan

On May 9, 2019, at 11:11 AM, [REDACTED]  
[REDACTED] wrote:

Hi Alan

Can I just check with you that Louise should be listed as a speaker at this Edinburgh event as University of York? Is she now back on the payroll?

<https://www.eventbrite.co.uk/e/womens-sex-based-rights-what-does-and-should-the-future-hold-tickets-61286995052>

It has been covered by The Scotsman so this

issue could crop up again on social media and elsewhere:

<https://www.scotsman.com/news/politics/university-debate-on-women-s-rights-branded-transphobic-1-4923110>

If she should not be using her University title at these public events, we might need to reach out to her?

Best,  
Sam

**Samantha Martin**  
Deputy Head of Media Relations | The University of York  
Communications & Marketing, Heslington, York,  
YO10 5DD

[REDACTED]

--

Alex McFarlane  
Communications and Information Manager  
Human Resources  
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[REDACTED]

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**Re: Honorary Research Associate**

1 message

9 May 2019 at 16:35

To: [REDACTED]  
Cc: [REDACTED]

HR seem to have backed off....

Best

A

On Thu, 9 May 2019 at 12:59, [REDACTED] wrote:

Hi Alan,

(i) No, I don't think we have and it would be a grey area since she isn't an employee. Also, when people raise her affiliation with York on Twitter, she often points out that she no longer teaches for us.

(ii) Given LinkedIn is a professional network (encouraged by the University), it seems entirely appropriate to mention her affiliation there. And she is very careful not to drag us in on Twitter, even if her behaviour there is deliberately provocative (and remarkably dialectically effective).

Best,

Tom

On Thu, 9 May 2019 at 12:44, [REDACTED] wrote:

No, I think that suffices to allow her to continue her status.

We have two grey areas:

(i) Was it made clear – is it clear – to everyone on this status that they are bound by the University's social media policy?

(ii) Louise is very active on Twitter. She does not mention the UoY affiliation on Twitter, although she does on LinkedIn. The issue is whether her tweets in a personal capacity violate the University's social media policy. Some of it is a bit "out there" – "parallel fucking universe" is a commonly used phrase on her Twitter posts.

I have pointed out to HR that removing her status would also lead to bad publicity of a different kind, as you note.

Best

Alan

On May 9, 2019, at 12:35 PM, [REDACTED] wrote:

Dear Alan,

Our custom and practice for many years has been that when PhD students complete, we offer those who are hoping to pursue an academic career but lack an appropriate institutional affiliation, the status of 'Research Associate' - mainly to give them Library access and a York email address. There is no 'Honorary' - this is a functional, transitional arrangement and like all Research Associates, the status has to be renewed every 12 months. MOst are not needed after a couple of years.

With respect to Louise, she was an HRC Post-doctoral Fellow and an Associate Lecturer for a while. She then worked on my Impact Case Study until ill-health took over, though we are still hoping she will be a co-author on the paper on confabulation (since that arose out of an invitation \*to Louise\* to speak at Project PERFECT - though I ended up giving the talk myself). For that she will need Library access.

It is up to you to decide whether that is a sufficient connection to the Department to continue her status as a Research Associate. There is, of course, the issue of the possible adverse publicity arising from being seen (she is very public) to change her status at the University, which would be interpreted by many as taking a stance on the debate she is embroiled in.

Best wishes,

Tom

On Thu, 9 May 2019 at 12:24, [REDACTED] wrote:

Dear Tom, Julie,

Once again, HR are raising the issue of whether Louise Moody should be allowed to continue to advertise herself (for example on LinkedIn) as having an association with the University of York via her appointment as an Honorary Research Associate.

Can I ask one or two factual questions:

- (1) Who is entitled to this status and why did we introduce it?
- (2) Is it open to periodic review? My impression is that Louise, having left the profession on health grounds, has no intention to return to it.
- (3) If we do review these statuses, how often have we done so in the past?

Best

Alan

--

Professor T.W.C. Stoneham

Dean of the Graduate Research School  
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Vice-Chancellor's Department  
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Web: [www.york.ac.uk/ygrs](http://www.york.ac.uk/ygrs)  
[goo.gl/ZfuQc6](https://goo.gl/ZfuQc6)  
Community: <https://goo.gl/7zhZa5>  
0001-5490-4927

York Research Page:

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--

Professor T.W.C. Stoneham

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Community: <https://goo.gl/7zhZa5>

Student appointments: [goo.gl/ADggN](https://goo.gl/ADggN)  
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--

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# Re: Louise Moody - associate status

1 message

5 July 2019 at 16:41

To: [Redacted]  
Cc: Mary Leng [Redacted]

Tom says she is co-writing a paper with him so, yes, I think we have to renew.

Best

Alan

On Fri, 5 Jul 2019 at 16:28, [Redacted] wrote:

Hi Alan, Mary

Louise's associate status expires July 15 - just checking it's OK to extend again? We said we would review these as and when....

JK

--  
*My hours in the department are Monday 8.30-2.30, Tuesday 9.30-2.30, Wednesday 9.30-5.30, Thursday 8.30-2.30 & Friday 9.30-5*  
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\*\*\*\*\*  
**Mrs Julie Kay**  
**Department Manager**  
**Department of Philosophy**  
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**Re: SAFEGUARDING CONCERN: Dr Lousie Moody (Please forward to the Vice-Chancellor's office).**

1 message

9 August 2019 at 16:38

To: [REDACTED]  
[REDACTED]

Dear Heidi,

Thank you for your email. This is, as you say, an on-going issue. Let me set out the department's view.

(1) We created the position of honorary research associate for recent graduands so that, after their graduation from a PhD, they could make use of some York facilities, such as an e-mail address. Louise Moody's employment history with us is that she was awarded a PhD and an immediately successive HRC post-doctoral fellowship. She then withdrew from the latter on health grounds. She has continued to do some part time work for us working on Tom Stoneham's Impact Case Study. She is currently an honorary research associate on this basis.

(2) While a doctoral student, Dr Moody did some part time teaching for us. There were no complaints about her teaching.

(3) As you note, there seem to be no safeguarding issues here as she has not, for several years, had any contact with UoY students. She does not have any such contact currently.

(4) We have made it clear that any staff in this position – any honorary position – are governed by the University's social media policy. If you are satisfied that this policy has been breached in this case, then I am happy to take up that matter with Dr Moody.

I will liaise with HR over what the appropriate first step should be in the event of a breach of the University's social media policy.

Best

Alan

On Fri, 9 Aug 2019 at 14:17, [REDACTED] wrote:

Dear Alan

we have received the attached in relation to a former member of staff in your department, Dr Louise Moody. I know that there has been considerable controversy associated with Dr Moody in the past, and that this is a complex area. However, the language used in the post referred to, and the site it has been posted to, threaten to bring the University into disrepute. I note also that Dr Moody's Twitter account has been suspended for breaking 'Twitter rules' see <https://help.twitter.com/en/rules-and-policies/twitter-rules>. Can I suggest we proceed as follows:

1. I write back to the complaints noting that Dr Moody is not an employee of the University and that safeguarding is not, therefore, an issue.
2. I close the Associate IT account that Dr Moody has. In my view, there is no reason for her to continue to have an account, and I think we need to be clear that although we had an association with her in the past, this is no longer a formal relationship.
3. You write to Dr Moody and ask her to clarify the relationship she has with the University in her online presence i.e her LinkedIn profile <https://www.linkedin.com/in/louise-moody-907408171/> states she is a Research Associate at the University. I understand from HR that this is not an actual position.

Happy to discuss.

Best wishes

Heidi

----- Forwarded message -----

From: [REDACTED]  
Date: [REDACTED]  
Subject: SAFEGUARDING CONCERN: Dr Lousie Moody (Please forward to the Vice-Chancellor's office).  
To: [REDACTED]

7 August 2019

Dear Sirs

**Re: Dr Lousie Moody  
SAFEGUARDING CONCERN (Please forward to the Vice-Chancellor's office)**

Please find attached (in PDF) correspondence of even date, the contents of which should be self-explanatory.

Yours faithfully

[REDACTED]

--  
Heidi Fraser-Krauss  
Deputy Registrar and Director of Corporate and Information Services  
The University of York  
Heslington  
York YO10 5DD

[REDACTED]  
[REDACTED]  
[REDACTED]

Web: <https://www.york.ac.uk/about/departments/support-and-admin/information-services/>  
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Twitter:@heidifraskrauss

I work flexibly - so whilst it suits me to email now, I do not expect a response or action outside of your own working hours.

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**Louise Moody**

1 message

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[REDACTED] 12 August 2019 at 17:50

To: [REDACTED]

Dear Heidi, Janet,

Just to clarify: we renewed Louise Moody's honorary research associate status very recently – obviously before the complaint was made about her.

I wrote to her last Friday querying the factual basis of the complaint – whether she had, in fact, made the post alleged to the website concerned.

She sent me an e-mail on Friday that I would describe as evasive. I wrote to her again today asking for clarification, once more, as to the facts and have not had a reply.

I think there is a prima facie case for disciplinary action, and will keep you updated on the result without prejudging any outcome at this point.

Best

Alan

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Professor of Philosophy  
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Heslington, YO10 5DD  
United Kingdom



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## Honorary Research Associates, etc

1 message

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[REDACTED]

13 August 2019 at 11:29

To: [REDACTED]

Dear Janet,

You will have seen my e-mail where I have withdrawn this type of honorary position.

Just to clarify re Louise Moody: the University has received a complaint about a post she made on the internet. She is currently an honorary research associate – ironically we only renewed her a few weeks ago as she is working on a paper with Tom Stoneham.

I have asked her, as a first step, to confirm or deny that she made the post. She sent me an evasive non reply on Friday. I sent her a follow up e-mail yesterday.

If she confirms that she did post this content, then I will be proceeding with disciplinary action against her, but let's wait and see.

Best

Alan

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Professor of Philosophy  
Head of Department  
Philosophy Department  
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Heslington, YO10 5DD  
United Kingdom



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## Re: Out of Office Re: Complaint

1 message

15 August 2019 at 10:15

To: Louise Moody <louise.moody@york.ac.uk>

Thank you for your reply. So I may expect to hear from you on the 26th?

Regards

Alan

On Thu, 15 Aug 2019 at 10:13, Louise Moody <louise.moody@york.ac.uk> wrote:

I am on holiday until the 25/8/19 and will reply week commencing 26/8/19.

Louise

--

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**Re: Complaint**

1 message

**Louise Moody** <louise.moody@york.ac.uk>

15 August 2019 at 11:12

To: [REDACTED]

Dear Alan,

Yes, of course I will give a thorough reply on the 26th when I return. I appreciate that this issue is something you would almost certainly rather not be dealing with and I am sorry that it has landed on your desk. I am not trying to be difficult, but given the potentially serious consequences, it is reasonable for me to take advice (which I'm now in the process of doing) before I give any kind of response. As I say, I will do that on the 26th.

Best,

Louise

On Thu, Aug 15, 2019, 12:13 PM [REDACTED] wrote:

Dear Louise,

I see you have been posting on social media about this issue today. As you can appreciate, the University is obliged to respond to those who make a complaint to it and I am obliged to follow up any such complaint. I would, therefore, like to hear from you in response to the questions I have sent to you - twice, now.

I have personally logged on to Kiwi Farms and you seem to have an account there in your own name. But I would like to hear from you whether that is the case and whether you posted the message that is the subject of the complaint.

I do have to progress this matter in a timely way so I would appreciate hearing from you by the end of the week.

Regards

Alan

On Mon, 12 Aug 2019 at 09:46, [REDACTED] wrote:

Dear Louise,

Thank you for your e-mail. At this point, I am simply trying to establish the facts of the case. You did not, in your reply, answer the questions of whether you posted this message to this site.

As your line manager I am obliged to investigate complaints provided they are based on fact. I do need to know whether you posted the message included in my previous e-mail to the site identified. Obviously, if the facts are wrong we need go no further. But I do not think it is unreasonable of me to ask you about these facts nor for you to reply to me confirming or denying them. I don't see the relevance of pending legal action.

There is no confusion over the contents of the social media policy which is at the weblink I sent to you.

Regards

Alan

On Aug 9, 2019, at 5:41 PM, Louise Moody [REDACTED] wrote:

Dear Alan,

Unfortunately, the two individuals who have made the complaint have form for harassing and doxing people for expressing gender critical views, and I am their latest target. I'd also note that my views on gender identity do not impact anyone, especially in a non-teaching role, and this is certainly not a "safeguarding issue" since trans adults (or children) or not at risk from my thoughts. With regards to the social media policy, my understanding is that there should be no issue since I am not claiming to represent York in any capacity.

Given that there appears to be some confusion over the implementation of the social media policy, and given Stephanie Hayden and Dr Harrop's on-going campaign of harassment against women publicly expressing gender critical views, I am going to seek legal advice on the next steps on Monday, and will then give a more substantive response in light of that. I trust matters can wait until then.

Best,

Louise

On Fri, 9 Aug 2019 at 16:46, [REDACTED] wrote:

Dear Louise,

A complaint has been made to the University about a post that you posted online at a site called "Kiwi farms". The details are included in the letter I attach.

The first step, from my point of view, is to establish the facts of the case. Did you make this posting to this site?

I am very concerned about the content of this post and, for that matter, the choice to post to this site at all.

I take it you are aware that you are bound by the University's social media policy? The policy is set out here:

<https://www.york.ac.uk/admin/hr/policies/information/social-media/>

Could you confirm that you made this posting?

Regards,

Alan

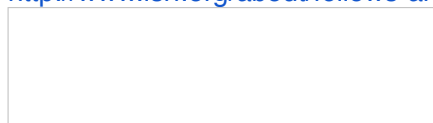
--

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Head of Department  
University of York  
Heslington, York  
YO10 5DD, UK

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**Re: Update**

1 message

27 August 2019 at 15:35

To: Louise Moody [REDACTED]

Dear Louise,

Thank you for clarifying the situation. If you did post that message, then you are – prima facie – in breach of the University's social media policy as detailed here:

<https://www.york.ac.uk/admin/hr/policies/hr-procedures/disciplinary/guidelines/>

In particular, I would draw your attention to:

"Employees are also responsible for content they publish in a personal capacity, whether on a blog, social media platform or any other form of user-generated media. Be mindful that what you publish will be permanent and it's very difficult and often impossible to remove."

You may have been posting in a private capacity, but you are still associated with the University of York via your honorary status. This paragraph makes clear that you are subject to the social media policy.

The case is complex as you are not an employee of the University. However, I would like to begin a process of determining what we ought to do given that you seem to have breached the policy and suggest a meeting at 11 a.m. on September 5 in my office where you can put your side of the case.

Regards

Alan

On Tue, 27 Aug 2019 at 12:31, Louise Moody [REDACTED] wrote:

Dear Alan,

I am not ignoring this I am simply (still!) waiting on advice. My preference would be to resolve this informally rather than for matters to escalate (I have been advised not to say anything incriminating should there be a dispute - I should stress that this is something I really don't want and I expect neither do you). So, my response at this stage can only be: yes, I made the post in question and I also deny violating any social media policy since I have never claimed to represent York. That said, I am happy to request that my account be deleted on the forum and say nothing else pertaining to Dr McKinnon on there. I believe that Stephanie Hayden and Dr Harrop's complaint is malicious as I have been harassed on-line over a period of several months (and have evidence of this - indeed, their harassment has continued \*after\* making the complaint). Nevertheless, I realise that it needs to be addressed, and I hope that the offer to delete my account and remain silent on the matter is

sufficient. If it is not, I'll be back in touch with the next steps.

Best,

Louise

On Tue, 27 Aug 2019 at 11:49, [REDACTED] wrote:

Dear Louise,

Can I expect to hear from you today?

Regards

Alan

--

Professor of Philosophy

Head of Department

University of York

Heslington, York

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**Re: Update**

1 message

28 August 2019 at 12:42

To: [REDACTED]

Dear Louise,

You were sent a screen shot of the only complaint with which I am concerned – I attach it once again.

Prima facie, the breach of the social media policy is that you have brought the reputation of the University and the department into disrepute by posting, in public, on the website “Kiwi Farms” that has a very poor reputation. You posted a specific post that was personally abusive to an individual by deliberately “mis-gendering” them.

I have drawn your attention to this paragraph:

“Employees are also responsible for content they publish in a personal capacity, whether on a blog, social media platform or any other form of user-generated media. Be mindful that what you publish will be permanent and it's very difficult and often impossible to remove.”

As you know, we have emphasised in the philosophy department at the University of York that the principles of academic freedom extend to discussions of sex and gender. But everyone involved in that debate has emphasised that it is not a matter of how one treats individuals, all of whom are to be treated with equal respect.

Your post was not respectful, and therefore not in line with the University's social media policy. The post draws attention to the fact that you have chosen a venue that has lower standards for permissible speech than Twitter so that you can make the remark that you posted.

I have made use of the word “prima facie” – the point of this meeting is to hear your point of view. I think we also need to be clear – as your legal representative needs to be clear – about the nature of the relationship involved in being an honorary research associate of the department.

Regards

Alan

> On 28 Aug 2019, at 12:26, [REDACTED] wrote:

&gt;

> Dear Alan,

&gt;

> I am meeting my employment lawyer tomorrow. As such, it would be helpful to have details of these complaints (I am already aware of Dr McKinnon tweeting York but not of anything else), and specifically, the part of the social media policy that my posting(s) purportedly violate. This would help all parties have a comprehensive picture so that we can be prepared when we meet. I realise you are obliged to deal with matters promptly and it is not my wish to delay, but I am also entitled to representation and to seek formal advice which I am now obviously doing now I am back from holiday. Depending on the outcome of tomorrow's meeting, either me, or my employment lawyer will be in touch to make further arrangements.

&gt;

> Best,

&gt;

> Louise

&gt;

> On Wed, 28 Aug 2019 at 09:42, [REDACTED] wrote:

> Dear Louise,

>  
> I am obliged to deal with this matter promptly, and there have been subsequent complaints to the University of York social media team about further postings you have made to social media.  
>  
> I look forward to hearing from you about a suitable date for this meeting.  
>  
> Regards  
>  
> Alan  
>  
>> On 28 Aug 2019, at 09:16, Louise Moody <[REDACTED]> wrote:  
>>  
>> Dear Alan,  
>>  
>> I appreciate the offer to meet but cannot yet confirm that date/time as I cannot attend anything without representation, and I am meeting my employment lawyer within the next few days. After that, I will be in touch for all parties to arrange a mutually convenient time.  
>>  
>> Best,  
>>  
>> Louise  
>>  
>> On Tue, Aug 27, 2019, 6:17 PM [REDACTED] wrote:  
>> With apologies, could we meet next \*Wednesday\* at 11 a.m. in my office SB012  
>>  
>> Regards  
>>  
>> A  
>>  
>>> On 27 Aug 2019, at 12:31, Louise Moody [REDACTED] wrote:  
>>>  
>>> Dear Alan,  
>>>  
>>> I am not ignoring this I am simply (still!) waiting on advice. My preference would be to resolve this informally rather than for matters to escalate (I have been advised not to say anything incriminating should there be a dispute - I should stress that this is something I really don't want and I expect neither do you). So, my response at this stage can only be: yes, I made the post in question and I also deny violating any social media policy since I have never claimed to represent York. That said, I am happy to request that my account be deleted on the forum and say nothing else pertaining to Dr McKinnon on there. I believe that Stephanie Hayden and Dr Harrop's complaint is malicious as I have been harassed on-line over a period of several months (and have evidence of this - indeed, their harassment has continued \*after\* making the complaint). Nevertheless, I realise that it needs to be addressed, and I hope that the offer to delete my account and remain silent on the matter is sufficient. If it is not, I'll be back in touch with the next steps.  
>>>  
>>> Best,  
>>>  
>>> Louise  
>>>  
>>> On Tue, 27 Aug 2019 at 11:49, [REDACTED] wrote:  
>>> Dear Louise,  
>>>  
>>> Can I expect to hear from you today?  
>>>  
>>> Regards  
>>>  
>>> Alan  
>>> --  
>>> Professor of Philosophy  
>>> Head of Department  
>>> University of York  
>>> Heslington, York

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>>>  
>>  
>

---

 **Letter to York Uni 07 08 2019.pdf**  
1194K



[Redacted]

**Re: Our client - Dr Louise Moody**

1 message

5 September 2019 at 18:15

To: Andrew Digwood [Redacted] >  
Cc: "Louise Moody" [Redacted]

Dear Mr Digwood,

Both you and your client will hear from us in due course.

Regards

Alan Thomas

On Thu, 5 Sep 2019 at 18:10, Andrew Digwood <[andrew.digwood@rollits.com](mailto:andrew.digwood@rollits.com)> wrote:

Dear Professor Thomas

Further to our email below sent on 29 August, we note that neither we nor our client have yet heard from you.

We wish to reiterate our client's willingness to sit down with you for a meeting to discuss the context and circumstances surrounding the social media post in question, indeed she is keen to do so, but only once she fully understands the nature of any process of which the proposed meeting forms a part, and the basis of any policies and standards to which she is being held.

We therefore hope that to hear from you in this regard as soon as possible to allow a mutually constructive dialogue to take place.

Regards

Andrew Digwood



**Andrew Digwood | Partner | Dispute Resolution  
for Rollits LLP**

**Email** [REDACTED]  
[REDACTED]  
[REDACTED]

---

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---

**From:** Andrew Digwood

**Sent:** 29 August 2019 16:55

**To:** [REDACTED]  
[REDACTED]

**Subject:** Our client - Dr Louise Moody

Dear Professor Thomas

This firm has been instructed to advise Dr Louise Moody, an Honorary Research Associate within the Philosophy Department of the University of York ("the Department"), in connection with a complaint made to the University of York dated 7 August about a social media post made by her, and the Department's subsequent handling of that complaint.

Whilst it is not the intention either of our client (or of this firm) to unduly delay or prolong the handling of the complaint, we note that you have relied upon certain specific terms of the Social Media policy of the University of York (<https://www.york.ac.uk/admin/hr/policies/information/social-media/>) and that you have invited our client to attend a meeting so that you can "hear [her] point of view." You have also, quite rightly, alluded in your email of 28 August to the need to be clear about "the nature of the relationship involved in being an honorary research associate of the department."

With this latter point in mind, we would draw attention to the fact that our client is neither an employee of the University of York, nor an enrolled student of the institution. We understand that it is common practice within the Department (and this may be reflected more widely across the University of York) for academics who have recently completed a PhD and who wish to continue to have access to the University's library and journals and the benefit of being affiliated to an institution whilst they are exploring academic career options to make a simple request to be granted "Honorary Research Associate" status to the Department's secretary, and for this to be effected by no more formal process than the secretary simply entering them as such within the University's system. Indeed, we understand that this was the case for our client following completion of her PhD.

As such, it does not appear to us that our client has entered into any contract with the University of York which

would make her subject to terms, conditions and policies applicable to employees or students, and nor was it communicated to her at any time that the grant of "Honorary Research Associate" status by the Department's secretary as described above would make her subject to such terms, conditions and policies. We are aware that (for example) some Universities require applicants for Honorary Research Associate status to complete formal documentation which includes a confirmatory declaration that the applicant agrees to be bound by certain policies, codes of conduct etc. put in place by the institution. No such process was, it appears, adopted in the case of our client and nor does it appear that any such process is used as a matter of course by the University of York.

It is therefore not clear to us;

(a) the basis upon which you now assert that Dr Moody is bound by the social media policy to which you refer (which in paragraph 1 and throughout refers unambiguously to the University's "employees"); and

(b) what is the structure of and the basis for the process that you are now adopting in response to the complaint received? We have seen that the University of York has a clearly documented disciplinary process which applies to its employees, and we assume also one which applies to its students but our client is neither of these things.

In the case of point (b) above, it is especially important that our client understands the process in which she is being invited to participate so that she can enjoy some certainty about matters such as the purpose of the proposed meeting, the range of possible outcomes, any avenues for appealing or reviewing those outcomes, and what assurances she can rely upon that the process will be fair, unbiased and objective.

We would therefore be grateful if you would clarify to us by return (so that any resolution can be progressed expeditiously) the two points set out above, with reference where appropriate to the specific policies, protocols etc. If it is your contention that Dr Moody is (by virtue of her Honorary Research Associate status) some form of "de facto" employee then it follows that certain other legal consequences would arise from that assertion.

Having said all of the above, our client - who as you will be aware completed her PhD at the University of York - has appreciated the academic freedom and support that the status of Honorary Research Associate within your Department has afforded to her at this stage of her academic career, and subject to gaining a fuller understanding of the points set out above she remains more than willing to cooperate reasonably with you to deal with this matter, welcomes the opportunity to set out her own perspective about the issues in question, and hopes that a sensible and proportionate outcome may ultimately be achieved.

We look forward to hearing from you.

Regards

Andrew Digwood

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[Redacted]

**Re: Urgent**

1 message

5 September 2019 at 18:45

To: [Redacted]

Hi Alan

Sorry for the delay on replying to this, I allowed myself to get distracted by other things - other important things, but i should have been concentrating on this. Here are the names of people associated with us (I have removed anyone who also has associate status related to teaching- just to explain why the list is a bit shabbily formatted): Letters tomorrow...

JK

[Redacted] [Redacted]  
[Redacted] [Redacted]

[Redacted] [Redacted]  
[Redacted] [Redacted]

Dr Louise Moody      Philosophy    28-07-2017    04-07-2020

[Redacted] [Redacted]

[Redacted] [Redacted]

[Redacted]

[Redacted] [Redacted]

[Redacted] [Redacted]

[Redacted] [Redacted]

[Redacted] [Redacted]

On Fri, 30 Aug 2019 at 11:24, [Redacted] wrote:  
Dear Julie,

I know you are on holiday at the moment; but when you get back could you let me have a list of the \*current\* people who are honorary research associates of the department as soon as possible?

We need to get termination letters out to them, ideally by "signed for" delivery, giving them notice that the status will be withdrawn in 14 days time from when we send out the letters.

If I draft it, can you track down current home addresses for the people holding this status? Hopefully there are not too many of them.

Best

Alan

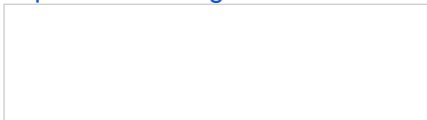
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*Term time hours: Monday 8.30-2.30, Tuesday 9.30-2.30, Wednesday 9.30-5.30, Thursday 8.30-2.30 & Friday 9.30-5*

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\*\*\*\*\*

**Mrs Julie Kay**  
**Department Manager**  
**Department of Philosophy**  
**Block A Sally Baldwin Buildings**  
**University of York**  
**Heslington**  
**York**  
**YO10 5DD**



<http://www.york.ac.uk/philosophy/>

<http://www.york.ac.uk/about/legal-statements/email-disclaimer/>



[Redacted]

---

**RE: Our client - Dr Louise Moody**

1 message

---

**Andrew Digwood** [Redacted]

12 September 2019 at 10:41

To: [Redacted]

Cc: "Louise Moody" [Redacted]

Dear Professor Thomas

Thank you for your email. I understand that Dr Moody has also received correspondence from you directly.

I am due to meet with Dr Moody tomorrow and either she or I will revert to you following that meeting and subject to our discussions at that time.

In the meantime, our client's position remains fully reserved in all respects.

Kind regards

Andrew Digwood



**Andrew Digwood | Partner | Dispute Resolution  
for Rollits LLP**

[Redacted]  
[Redacted]  
[Redacted]

---

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**From:** [REDACTED]  
**Sent:** 10 September 2019 11:58  
**To:** Andrew Digwood  
**Cc:** [REDACTED]  
**Subject:** Re: Our client - Dr Louise Moody

Dear Mr Digwood,

Thank you for your e-mails. I am indeed grateful that your client, Louise Moody, wants an amicable and speedy resolution to this issue.

You are correct that Dr Moody is neither an employee of, nor a student at, the University of York. There is no contractual relationship between the University and Dr Moody. She currently enjoys a temporary, honorary title that is a gift at the Department's discretion.

We do expect employees, students and honorary research associates to conduct themselves in a way that does not bring the University into disrepute, and the obligation is on them to be aware of their duties in this respect.

Given that the University has received a complaint from a member of the public about a posting that Dr Moody has admitted to making on the website "Kiwi farms", I am obliged to establish the facts. Dr Moody has been requested to attend a meeting based on the principle of natural justice in order that she may put forward her point of view and explain her motivation in making this public posting. I look forward to meeting with her on a mutually agreeable date.

Kind regards

Alan Thomas

On Fri, 6 Sep 2019 at 03:10, Andrew Digwood [REDACTED] wrote:

Dear Professor Thomas

Further to our email below sent on 29 August, we note that neither we nor our client have yet heard from you.

We wish to reiterate our client's willingness to sit down with you for a meeting to discuss the context and circumstances surrounding the social media post in question, indeed she is keen to do so, but only once she fully understands the nature of any process of which the proposed meeting forms a part, and the basis of any policies and standards to which she is being held.

We therefore hope that to hear from you in this regard as soon as possible to allow a mutually constructive dialogue to take place.

Regards

Andrew Digwood



**Andrew Digwood | Partner | Dispute Resolution  
for Rollits LLP**

**Email** [REDACTED]  
[REDACTED]  
[REDACTED]

---

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---

**From:** Andrew Digwood  
**Sent:** 29 August 2019 16:55  
**To:** [REDACTED]  
**Cc:** Louise Moody ([REDACTED])  
**Subject:** Our client - Dr Louise Moody

Dear Professor Thomas

This firm has been instructed to advise Dr Louise Moody, an Honorary Research Associate within the Philosophy Department of the University of York ("the Department"), in connection with a complaint made to the University of York dated 7 August about a social media post made by her, and the Department's subsequent handling of that complaint.

Whilst it is not the intention either of our client (or of this firm) to unduly delay or prolong the handling of the complaint, we note that you have relied upon certain specific terms of the Social Media policy of the University of York (<https://www.york.ac.uk/admin/hr/policies/information/social-media/>) and that you have invited our client to attend a meeting so that you can "hear [her] point of view." You have also, quite rightly, alluded in your email of 28 August to the need to be clear about "the nature of the relationship involved in being an honorary research associate of the department."

With this latter point in mind, we would draw attention to the fact that our client is neither an employee of the University of York, nor an enrolled student of the institution. We understand that it is common practice within the Department (and this may be reflected more widely across the University of York) for academics who have recently completed a PhD and who wish to continue to have access to the University's library and journals and the benefit of being affiliated to an institution whilst they are exploring academic career options to make a simple request to be granted "Honorary Research Associate" status to the Department's secretary, and for this to be effected by no more formal process than the secretary simply entering them as such within the University's system. Indeed, we understand that this was the case for our client following completion of her PhD.

As such, it does not appear to us that our client has entered into any contract with the University of York which would make her subject to terms, conditions and policies applicable to employees or students, and nor was it communicated to her at any time that the grant of "Honorary Research Associate" status by the Department's secretary as described above would make her subject to such terms, conditions and policies. We are aware that (for example) some Universities require applicants for Honorary Research Associate status to complete formal documentation which includes a confirmatory declaration that the applicant agrees to be bound by certain policies, codes of conduct etc. put in place by the institution. No such process was, it appears, adopted in the case of our client and nor does it appear that any such process is used as a matter of course by the University of York.

It is therefore not clear to us;

(a) the basis upon which you now assert that Dr Moody is bound by the social media policy to which you refer (which in paragraph 1 and throughout refers unambiguously to the University's "employees"); and

(b) what is the structure of and the basis for the process that you are now adopting in response to the complaint received? We have seen that the University of York has a clearly documented disciplinary process which applies to its employees, and we assume also one which applies to its students but our client is neither of these things.

In the case of point (b) above, it is especially important that our client understands the process in which she is being invited to participate so that she can enjoy some certainty about matters such as the purpose of the proposed meeting, the range of possible outcomes, any avenues for appealing or reviewing those outcomes,

and what assurances she can rely upon that the process will be fair, unbiased and objective.

We would therefore be grateful if you would clarify to us by return (so that any resolution can be progressed expeditiously) the two points set out above, with reference where appropriate to the specific policies, protocols etc. If it is your contention that Dr Moody is (by virtue of her Honorary Research Associate status) some form of "de facto" employee then it follows that certain other legal consequences would arise from that assertion.

Having said all of the above, our client - who as you will be aware completed her PhD at the University of York - has appreciated the academic freedom and support that the status of Honorary Research Associate within your Department has afforded to her at this stage of her academic career, and subject to gaining a fuller understanding of the points set out above she remains more than willing to cooperate reasonably with you to deal with this matter, welcomes the opportunity to set out her own perspective about the issues in question, and hopes that a sensible and proportionate outcome may ultimately be achieved.

We look forward to hearing from you.

Regards

Andrew Digwood

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Professor of Philosophy

Head of Department

University of York

Heslington, York

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## Our client Dr Louise Moody - 158647

1 message

---

Andrew Digwood [REDACTED]

16 September 2019 at 12:05

To: [REDACTED]

Cc: "Louise Moody" [REDACTED]

Dear Professor Thomas

We have now had the opportunity to discuss the matter further with our client.

We and our client were somewhat puzzled by your email dated 10 September, in light of your letter sent directly to our client dated 6th August (received 7th August) which purported to unilaterally withdraw her Honorary Research Associate status with effect following a 2 week "period of grace" in which it was suggested that she make other arrangements for email, library access etc. Your 10 September email, by contrast, says that "she currently enjoys a temporary, honorary title...etc"

In our view it is not reasonable nor fair to expect HRAs to "be aware of their duties" when because of their somewhat unusual status, the basis for any such status has hitherto been at best unclear. Your previous correspondence with our client, following receipt of the complaint, asserted quite clearly that she was bound by policies and procedures which, because of that status, expressly do not apply to her. She has been placed under pressure to attend a meeting at which it has been suggested that she would be held accountable under those policies, and one of the principal reasons for the correspondence between us that has followed has been a wish to properly explore and understand these assertions.

We further understand that in a set of meeting minutes (dated 8 January 2019) made publicly available to members/associates of the department on the University's network, you yourself acknowledged that "Research Associates are not employed or paid by the University and thus are not required to adhere to UoY Social Media Policy." Despite this, however, you have continued to assert a requirement for such adherence on the part of our client, and accused of her being in breach of this policy.

Dr Moody remains willing to meet with you but in the light of your 6th August letter purporting to withdraw her HRA status, only if you can confirm to her that the following items will be within the scope of such a meeting:

1. An assurance that there is at least a realistic prospect, subject to any discussion that may take place between you, of Dr Moody being reinstated as an Honorary Research Associate of the Department of Philosophy at the University of York.
2. If so, then to the extent that any such reinstatement may be subject to additional conditions (such as adherence to various policies of the UoY), an assurance that this will also mean that HRAs will have the benefit of clearly understood and formalised disciplinary and complaints-handling regimes, such as those which apply to others to whom such policies are applied - employees and students. In other words, rights as well as duties.

3. A recognition that assertions made to our client in previous correspondence to the effect that she was bound by inter alia the UoY's Social Media policy were incorrect, and an explanation as to why, in light of the understanding evidenced by the 8 January minutes, such incorrect assertions were made.

4. An assurance that following a discussion about the underlying context and circumstances of our client's frustration with certain individuals (including the complainants) on social media, some measure of apology may be forthcoming from the Department for the way in which our client has been treated following receipt of the complaint (whilst recognising, on the part of our client, that UoY has a duty to investigate and respond proportionately to complaints made by the public).

Our client considers none of the above to be unreasonable, nor to be outside the expectations of "natural justice." Please confirm that these matters can form part of any discussion to take place at a meeting between you and Dr Louise Moody, to be arranged subject to such confirmation at the earliest opportunity.

We look forward to hearing from you.

Regards

Andrew Digwood



**Andrew Digwood | Partner | Dispute Resolution  
for Rollits LLP**

**Email** [REDACTED]  
[REDACTED]  
[REDACTED]

---

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[Redacted]

## Termination of access for Philosophy's Honorary Research Associates

1 message

19 September 2019 at 07:19

[Redacted]  
To: [Redacted]  
Cc: [Redacted]

Dear Heidi,

We have been putting our house in order by eliminating the post of Honorary Research Associate in the department. Notification letters went out advising people that if they held his status they would lose their IT and library privileges. So we are looking now to cancel those on the dates listed after the names below.

(The letters, giving two weeks notice, went out on different dates.)

[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]
[Redacted]	[Redacted]

Louise Moody

21st September

Can I leave it in your hands to pass this down the line to someone who can action this?

I would be grateful.

Best

Alan



[Redacted]

**Re: Phase Two!**

1 message

26 September 2019 at 09:28

To: Legal Services [Redacted]

Dear Gemma, Alex, Janet

Let me set out what is bothering me about the response Janet set out.

We seem to be committing ourselves to a judgement about what Moody did. We imply it was wrong and then say "but she was acting in a personal capacity".

I think that means we would get it in the neck from both parties.

[Redacted]

[Redacted]

(2) Moody will say we have publicised a derogatory judgement about her having given her no right to defend herself.

My preference would be my statement that we could not complete our investigation for reasons outside our control plus a statement of our University values that expresses no view that Moody breached them.

Best

Alan

On Thu, 26 Sep 2019 at 08:44, Legal Services [Redacted]:

Hi Alan,

**Legally privileged and confidential**

[Redacted]

[Redacted]

[Redacted]

Best wishes,

Gemma

**Gemma Lowe**  
**Head of Legal Services, Solicitor**  
**Corporate and Information Services**

Room V/X/207, Grimston House  
The University of York, Heslington, YO10 5DD

**Phone:** [REDACTED]

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----- Forwarded message -----

From: **Gemma Lowe** [REDACTED]  
Date: Wed, 25 Sep 2019 at 17:08  
Subject: Re: Phase Two!  
To: [REDACTED]  
Cc: [REDACTED]

Hi Alan, all

Could I see the wording of the original complaint please? Janet's wording looks sensible, but it'd be useful to see the complaint itself before I confirm. I also think that it'd be useful getting a sense check from Alistair Keely just in case he has a view.

Best wishes,  
Gemma

**Gemma Lowe**  
**Head of Legal Services, Solicitor**  
**Corporate and Information Services**

Room V/X/207, Grimston House  
The University of York, Heslington, YO10 5DD

[REDACTED]  
[REDACTED]  
[REDACTED]

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On Wed, 25 Sep 2019 at 12:29, [REDACTED] wrote:  
[REDACTED]

Best

Alan

On Wed, 25 Sep 2019 at 12:15, [REDACTED] wrote:  
Alan

I think perhaps less is more in this situation and therefore my preference would be something similar to Janet's message below. It would be good to get Gemma's view too.

Are you back in the country now Alan? I agree it might be good to get together on this one and gather lessons learnt.

Best wishes  
Alex

On Wed, 25 Sep 2019 at 09:56, [REDACTED] wrote:  
Dear Alan

My inclination would be not to provide as much detail in relation to Louise but rather something more general about the University's position.

I refer to your letter of xxx and apologise for the delay in responding. I have now had the opportunity to consider the matter fully and can assure you that Dr Moody was acting in a personal capacity and her social media posts in no way reflect the position of the University. As an organisation we recognise and celebrate the diversity of the University community. In relation to the concerns you raise, I can confirm that Dr Moody does not have any teaching or other responsibilities with the University.

In responding in this way I think that we need to be clear about any ongoing relationship with the University. I understand that she is working with Tom Stoneham and I think that we need to be clear about whether or not this is appropriate (if she were in employment we may decide not). I understand that there have also been further Twitter posts which appear to relate to a specific individual and suggest potential for further reputational issue.

Mindful that the original complaint was sent to the VC and that there are a number of issues involved I wonder whether it would be worth us all getting together to discuss the approach? (Heidi and Comms might also have a view).

Best wishes

Janet

-----Original Message-----

From: [REDACTED]

Sent: 24 September 2019 15:16

To: [REDACTED]

[REDACTED] Gemma Lowe [REDACTED]

Subject: Phase Two!

Dear Alex, Janet, Gemma,

So we are on to phase two, which is responding the initial complaint made to the University [REDACTED] about Louise Moody.

[REDACTED]

[REDACTED]

[Redacted]

[Redacted]

Best

Alan

--  
Alex Brierley  
Assistant HR Director  
University Of York

[Redacted]



--  
Professor of Philosophy  
Head of Department  
University of York  
Heslington, York  
YO10 5DD, UK  
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[Redacted]

**Re: [University of York] Re: Louise Moody - more tweets**

1 message

2 October 2019 at 13:08

To: HR Communications and Information Team [Redacted]

No response necessary from my point of view. I think this "response" is encouraging as her previous contact with us was via her solicitor. I think she has exhausted that avenue. As Moody is no longer attached to UoY in any way I think we ought not to respond. Best Alan

On Wed, 2 Oct 2019 at 11:29, Alex McFarlane (HR Communications and Information Team) [Redacted] wrote:

##- Please type your reply above this line -##

Your request (115918) has been updated. To add additional comments, reply to this email.

**Ticket #** 115918 [[View in Help Centre](#)]

**Requester** Ap Thomas [Redacted]

**Assigned to** Alex McFarlane, CIT

**CC'd on this ticket** Kate Slade [Redacted]  
Alex Brierley [Redacted]

**Alex McFarlane** (University of York)

2 Oct, 11:29 BST

[Redacted]

Hi all,

Just to make you all aware of Louise Moody's latest tweets. It's a 15 tweet thread beginning here:

<https://twitter.com/drlouisejmoody/status/1178739616666533893>

Should we respond? And do I need to let anyone else know?

Thanks,  
Christine

--

Marketing, The Hive, University of York, Heslington, YO10 5EA

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---

**Alex Brierley** (University of York)

30 Sep, 14:03 BST

Alex there is a meeting scheduled this week for Gemma Lowe, Janet and the HOD.

---

**Alex McFarlane** (University of York)

26 Sep, 08:39 BST

I think the purpose of this ticket is really to understand how we deal publically with the situation around Louise.

Have we made, or do we plan to make a public statement that we can refer to? If not, what approach should we advise the social media team to take if enquiries are put to the University?

Alex

---

**Alex Brierley** (University of York)

25 Sep, 12:24 BST

Alex

Gemma Lowe, Alan (HOD) and Janet are responding to Louise Moody and Ms Hayden directly. I will keep you updated

---

**Alex McFarlane** (University of York)

24 Sep, 17:10 BST

Do we have an update on this situation?

We have had a further social media report: <https://twitter.com/drlouisejmoody/status/1176088128588849152>

Alex

---

**Kate Slade** (University of York)

28 Aug, 16:40 BST

Dear Alan,

As you say, it's just a conversation to establish the facts, so I'm concerned about why Louise feels the need to bring a legal representative – this is exploratory and not a legal matter as far as we're concerned. Could we find out from her why she feels the need to bring someone and try to persuade her that this is not necessary?

Could you also let me know if we have written to her in the past to confirm her honorary status? If so, could you/Julie email me this documentation?

Many thanks

Kate

Kate Slade

HR Adviser

University of York

---

**Ap Thomas**

28 Aug, 12:04 BST

I think that is exactly right: this is just a conversation to establish the facts. It is not adversarial. It is to hear her point of view and for me to make clear the nature of the relationship Louise has to the department.

I will, then, in the light of the facts come to a decision – but that is the next step.

Regards

Alan

---

**Alex Brierley (University of York)**

28 Aug, 12:00 BST

Thanks Alan for the update. I totally understand that we would want to have a further conversation. It is also difficult as you quite rightly point out, as Louise is not an employee. I agree that is important to listen to Louise. If someone was an employee we would not allow an external legal representative but access to a work colleague or TU rep. That being the case I wanted to avoid you being in a difficult position.

I agree I don't envisage any legal recourse with the withdrawal of a gift either but I am no expert so it could be worth a call to our Head of Legal, Gemma Lowe.

Alex

---

**Ap Thomas**

28 Aug, 11:30 BST

It is her choice to bring a legal representative. There is no employment contract between UoY and Louise Moody. The Honorary Research Associate position, which we have now withdrawn for any \*new\* appointees, is I think legally best though of as a gift.

This gift comes with some strings – well, only one. That is that the occupant comply with the University's social media policy.

Given that Louise is not an employee, she is not strictly subject to our disciplinary procedures. But I would like to follow the principles of natural justice in how we deal with her and that is why I have asked for a meeting to hear her side of the case before coming to any determination.

I don't see she has any legal recourse from the withdrawal of a gift. But it might be interpreted as casting doubt on her personal reputation. So the point of the meeting is clarity all round: what the relationship is, and the obligation to obey our social media policy and the possible repercussions of someone not doing so. Natural justice, I think, requires a meeting where she puts her point of view.

Regards  
Alan

---

**Alex Brierley (University of York)**

28 Aug, 11:10 BST

Alan

Kate is going to give you a call to understand more. However I would be concerned about you meeting with Louise and a legal rep at this stage. Lets discuss and agree on next steps. It may be worth getting some legal advise from Gemma Lowe.

---

**Ap Thomas**

28 Aug, 09:48 BST

The current state of play is that I have offered Louise Moody a meeting to hear her point of view; she will not attend without legal representation, which she is appointing. I have told her this meeting is urgent and we await a date. I will update you after the meeting on any decisions I will be taking subsequent to it.  
Regards Alan

---

**Alex Brierley (University of York)**

27 Aug, 17:23 BST

Alex  
can you update me please when you have a response.  
Thanks  
Alex

---

**Alex McFarlane (University of York)**

27 Aug, 09:49 BST



[REDACTED]

Hi again

Just following this up as we had two direct messages from [REDACTED]  
[REDACTED]. Do you have anything I can respond to them with?

Thanks.

Suzy

Hi Robert (and Press Team)

We've had some more Louise Moody tweets today including a query directed at the University – please see attached screen grabs. I'm not intending on replying unless we have a suitable statement.

Thanks.

Suzy

On Thu, 22 Aug 2019 at 10:12, Social Media support [REDACTED]  
wrote:

Hi Robert,

Thanks for the update – that's good to know.

Suzy

Attachment(s)

[image \(2\).png](#)

[image \(1\).png](#)

[image.png](#)

---

**Ap Thomas**

16 Aug, 13:24 BST

This issue is currently being dealt with by the department following a complaint to the University. I will update you when I have something to report. Regards Alan

---

**Alex McFarlane** (University of York)

16 Aug, 13:12 BST

Dear Alan

The issue of Louise Moody has come up again recently on Twitter (please seek links below).

As has been discussed before, I think the issue for the University would not be Louise's position on these issues, which may well be legitimately argued, but the way in which she sometimes conducts herself online and the types of forum where she has appeared to post – in this case a site called Kiwi Farms, which does appear to have an extremely poor reputation.

Are you able to confirm that Louise's work with Tom Stoneham (and so her need for an associate account/library access) is still ongoing?

With best wishes  
Alex

---

**Social Media support**

8 Aug, 14:50 BST

Hi

Just flagging these tweets relating to Louise Moody as we have been tagged in some of the conversation:

[REDACTED]

Any news on when her contract/affiliation with the Dept of Philosophy is set to expire?

Thanks.

Suzy

--

Marketing, The Hive, University of York, Heslington, YO10 5EA

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## Private and Confidential

1 message

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4 October 2019 at 15:18

To: [REDACTED]

Dear Tom,

Do you have 5 minutes at any point for a brief phone call about your ongoing work with Louise Moody? HR have asked me to clarify exactly what the work is and how long it is going to last.

Best

Alan

--

Professor of Philosophy  
Head of Department  
University of York  
Heslington, York  
YO10 5DD, UK

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On Thu, 3 Oct 2019 at 19:05, [REDACTED] wrote:

Dear All

Thank you all for your input earlier. I've set out below the proposed response to the initial complaint:-

I refer to your letter of xxx and apologise for the delay in responding. I have now had the opportunity to consider the matter. The University recognises the right of individuals to express their views. I can, however, assure you that the individual was acting in a personal capacity and the views expressed by her do not in any way reflect the position of the University. As an organisation we recognise and celebrate the diversity of the University community.

Once agreed we also need to consider who it should come from.

Alan I understand that you will liaise with Tom about their ongoing collaboration. This raises a further question about whether she would have a potential claim if it were to come to an end. It would therefore be helpful if Alan could update us once he has spoken to Tom so that we can determine the next step.

Best wishes

Janet

--

Professor of Philosophy

Head of Department

University of York

Heslington, York

YO10 5DD, UK

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**Re: Project links and text**

1 message

4 October 2019 at 18:20

To: [REDACTED]  
Cc: [REDACTED]

Thanks, Rob, much appreciated.

Best

Alan

On Fri, 4 Oct 2019 at 17:53, [REDACTED] wrote:

I've changed the information on the SEER site, and requested a change on the relevant Department pages. (I'll follow up on the latter next week if I haven't heard anything.)

Best wishes

Rob

On Fri, 4 Oct 2019 at 17:27, [REDACTED] wrote:

I think the first will need to be actioned by the research Comms team. Mary has been working with them.

Tom

--

T.W.C. Stoneham

Professor of Philosophy  
Dean of the York Graduate Research School  
University of York  
YO10 5DD UK

Sent from my mobile - please excuse the brevity and inevitable typos

On Fri, 4 Oct 2019, 17:23 [REDACTED] wrote:

I would be grateful if you could make those changes.

Best

Alan

On Fri, 4 Oct 2019 at 17:18, [REDACTED] wrote:

Hi Tom (cc Alan)

Following our discussion about updating online content, you might wish to check the content in both of these project-related web-pages to decide whether they accurately reflect current and past involvement:

1. The ICS page linked to the Department pages implies current involvement from both me and Louise

<https://www.york.ac.uk/research/impact/dreams-nightmares-complex-trauma/>

"Professor Stoneham and his researchers - Dr Louise Moody and Dr Robert Davies - are working with ..."

Suggestion: "Professor Stoneham and Research Associate Dr Robert Davies are working" ([recognition of Louise's contribution in parentheses? e.g. "was Research Associate from 2017-2018])

2. [seer.org.uk](http://seer.org.uk) (about) has "Louise is a Research Associate on the Dreams without Dreaming project"

<https://www.seer.org.uk/about.html>

Suggested amendment: "Louise was a Research Associate on the Dreams without Dreaming project (2017-2018)"

Note: this site is due to for an overhaul (which will revisit all content) in the coming months.

Please let me know if you need me to make/request any changes.

Best wishes

Rob

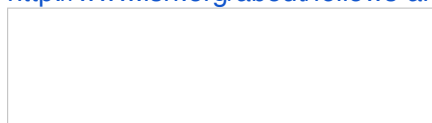
--

Dr R A Davies

Department of Philosophy  
University of York

--

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Dr R A Davies

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