



Report to:

The University of King's College

Per: **William Lahey, President and Vice Chancellor**

March 13, 2023

**RE: Independent Review of Accusations of Sexual Assault
Against Dr. Wayne Hankey**

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1. Introduction

The University of King's College ("King's") is a small liberal arts university in Halifax, Nova Scotia. It was established in 1789, and it is the oldest chartered university in Canada. King's is particularly known for its Foundation Year Program ("FYP") which students take as year one of a four-year degree. The FYP involves "a chronological study of great books and ideas from the ancient to the contemporary world."¹ Currently, King's is academic home to approximately 1,000 students.

Dr. Wayne Hankey, a classicist, had been the first Director of the FYP at King's, and was centrally involved with the program for many years. He became an assistant professor in 1974, an associate professor with tenure in 1982, and a full professor in 1996. Dr. Hankey lived in Middle Bay residence from 1972-1978, and then in the Radical Bay residence from 1981-1991. He was a don throughout that period of time. In 1981, Dr. Hankey became the school's librarian.

As an Anglican priest, Dr. Hankey also played a prominent role in the King's chapel. This included leading religious services.

Over the course of his academic career, Dr. Hankey had been involved in the building of the library. Dr. Hankey was also appointed a Carnegie professor, which meant that he taught at Dalhousie University ("Dalhousie"), in addition to lecturing at King's as part of the FYP.

Dr. Hankey retired from King's in 2015, although he continued to teach at Dalhousie.

On February 1, 2021, Halifax Regional Police charged Dr. Hankey with one count of sexual assault in relation to an incident that allegedly occurred in

¹ This description comes from the University of King's College website.

1988, while he was a professor at King's. The incident was said to have taken place in student housing.

At the same time, Dalhousie announced that Dr. Hankey would be stepping away from the one course he was teaching at the time.

In April of 2021, additional criminal charges were laid against Dr. Hankey: one charge of sexual assault relating to 1982, and one of indecent assault and gross indecency relating to 1977-1979. Dr. Hankey pleaded not guilty to all the charges.

Dr. Hankey died on February 5, 2022, a month before the first trial was scheduled to begin. As a result of his death, the criminal charges against Dr. Hankey were dismissed by the Crown.

The criminal charges laid against Dr. Hankey were not the first time his conduct towards students was considered. In 1990, a complaint was made against him to the Diocese of Nova Scotia and Prince Edward Island (the "Diocese"), which was a part of the Anglican Church. The complainant alleged that Dr. Hankey had assaulted him continuously over a number of years. These assaults, he said, had begun at King's where he had been a student and had involved sexual contact without his consent. This complaint led to a charge of immorality being laid against Dr. Hankey as a license holder of the Diocese, that he had, among other things, engaged in sexual acts with the complainant without his invitation or verbal consent, and that he had engaged in an abuse of power. In the course of this proceeding, Dr. Hankey entered what the Diocesan Court (the "Court") characterized as an inculpatory statement, which in the Court's opinion constituted a confession of guilt to the charges brought against him. The Court found Dr. Hankey guilty and recommended that he be deprived of his office until such time that the Bishop could have confidence that Dr. Hankey could develop healthy relationships of trust with those who he was

licensed to minister. Dr. Hankey was expected to pursue appropriate steps for spiritual and psychological counselling, and it was recommended that reinstatement not happen for a period of at least two years. This recommendation was accepted by the Bishop. Dr. Hankey was never reinstated as an Anglican priest.

The same complaint was referred to King's to consider on December 4, 1990. In 1991, King's struck a committee to consider what discipline to impose on Dr. Hankey as a result of his conduct towards the student. After the committee considered the issue, and made its recommendation, the university imposed a one-year suspension on Dr. Hankey without pay and removed him from his position as don in the student residence. Although the documentary records are unclear, it is possible that King's may have also directed that there be a separation between Dr. Hankey's pedagogical functions and relations with students and that he not live in any residence or off campus with students. There may have also been a warning that any future misconduct would result in his immediate dismissal.²

After this suspension was over, Dr. Hankey resumed his role at King's, although he was no longer the librarian or a don in residence. He also resumed his teaching role at Dalhousie, as a Carnegie professor.

a) The University Response and Terms of Reference for the Review

On February 2, 2021, the day after the first criminal charge against Dr. Hankey was announced, William Lahey, President and Vice Chancellor of King's, issued the following statement:

² The source of this information was an undated, unsigned handwritten note in the King's files relating to Dr. Hankey. We do not know if this was a draft of a proposal, or a record of what Dr. Hankey was actually told and when he was told it. There was no record of any communication to Dr. Hankey on this issue.



Trigger warning: the following communication discusses sexualized violence and criminal charges of sexual assault.

Dear King's community,

We have learned that retired professor, Dr. Wayne Hankey has been charged with sexual assault in a King's residence in 1988.

Dr. Hankey retired from King's in 2015. Like other retired professors, he is an Inglis Professor. While we respect the process of the criminal justice system, we also acknowledge the courage of those who step forward to make a complaint to the police – and of everyone who steps forward with their experiences.

In response to today's news, King's will be conducting an independent review to determine the facts and appropriate response. It will be conducted in a way that is respectful of the criminal justice system and allows it to run its course.

We will not be making further comments about this matter at this time, as this is now before the courts. However, it is important to state that the university recognizes sexualized violence as a serious issue in society and at King's and we understand it harms members of our college community in many ways. Acknowledging the impact of sexual violence, and our need to address it, and its inconsistency with our values, King's created and adopted a Sexualized Violence Awareness, Prevention and Response Policy [link provided] in 2018 after a broadly consultative process over a period of more than two years. This is one step in our commitment to making King's a safer, more supportive space, and welcoming for everyone. King's also hired a Sexualized Violence Prevention and Response Officer in 2019.

Revision of the policy is ongoing and strengthening changes were recently made as part of an annual review. They were approved by the Board of Governors in December.

We recognize the fortitude and courage in coming forward with matters involving sexualized violence. We encourage any member of our King's community who has experienced sexual violence or who has found this news difficult, to come forward to get the support you need, knowing that you will be treated with dignity and respect. King's Sexualized Violence Prevention and Response Officer, Jordan Roberts, is at King's and available to provide confidential services and support to community members who need it. We also have a comprehensive list of additional support services here. [link provided]

The University of King's College is committed to providing a safe and supportive environment for everyone; one that is free of discrimination, harassment and all forms of violence.

On March 4, 2021, after Mr. Lahey consulted internally with the King's Student Union and with representatives of King's faculty, we were retained to conduct this review. Our Terms of Reference (the "TOR"), along with a second statement from Mr. Lahey, were published on the King's website.

The TOR were as follows:

The Review will:

1. Determine the facts of the incident in 1988 that has led to the charge against Dr. Hankey;
2. Determine the impact of what happened in 1988 on those affected by what happened;
3. Determine whether anyone in a position of authority and responsibility at King's had knowledge of these facts and if so, what they did about them;
4. Based on determinations under #1, #2, and #3, make recommendations to King's as to how it should respond to the incident in 1988;

In making recommendations under #4, the Review shall consider:

5. The sanction imposed on Dr. Hankey in 1991 and the factual basis, grounds and reasoning on which the sanction was imposed, and any other aspect of the response of King's to the complaint which led to the 1991 sanctioning that the Review finds relevant to making recommendations under #4;
6. The consequences and impact on members of the King's community of the process followed, the decisions made and the sanctions imposed in 1991;
7. Whether there are other incidents involving Dr. Hankey that the Review determines to be relevant to the response that should be made by King's to the 1988 incident, and if so, the facts and impacts of those incidents;
8. Any other matter or consideration determined by the Review to be of relevance to making recommendations under #4;

In addition, the Review will make findings, recommendations, or findings and recommendations, as applicable, to King's:

9. On whether King's acted during the time period of the matters within scope of the Review to ensure the safety of students and other members of the King's community
10. On accountability of King's for harms suffered by members of the King's community as a result of matters within the scope of the Review;
11. On how King's should deal with third party complaints and incidents of sexualized violence occurring before the coming into force of its Sexualized Violence Awareness, Prevention and Response Policy;

12. On the steps King’s must or can take to ensure that it provides a safe environment for all members of its community in accordance with the commitments it has made in its Sexualized Violence Awareness, Prevention and Response Policy; and
13. On any other matter arising from the Review on which the Review decides to make findings, recommendations or findings and recommendations.

The review will be conducted:

1. In accordance with survivor/victim centered principles and values;
2. With fairness;
3. On a confidential basis, to the extent permitted or required by applicable law; and
4. In a manner that will avoid impairment of the criminal law process.

A final report will be submitted to the President. A copy of the final report, with appropriate redactions in accordance with applicable law to protect individual privacy, will be released to the community.

b) Process

After our engagement became public, we established a dedicated email address for members of the King’s community to contact us. This email account was confidential, and only we had access to it.

We understand that King’s broadly communicated our mandate to current and former students, and all staff and faculty at King’s, and by including information about this process on its website.

One immediate challenge we had was the ongoing criminal process. The TOR dictated that we not do anything to impair that proceeding. Even apart from that directive, our practice is to be cautious when conducting reviews in these circumstances. In this case, we did not approach anyone who we thought would be involved in the criminal trials. We decided to interview once the trials were over. Also, due to a publication ban, we did not know who the complainants in some of the criminal matters were.

Therefore, we began by speaking to people who had other relevant information, and we focused on the present-day aspects of our TOR, which were set out at section 12. To that end, we conducted an assessment of the views of King’s faculty, staff, current students, and select alumni regarding the working and learning environment at King’s, King’s Sexualized Violence Awareness, Prevention and Response Policy (“the Policy”), and participants’ perception of or experience with sexualized violence at King’s and King’s response to this issue. On January 11, 2022, we distributed a survey on these topics to 1,828 participants and received 273 responses. In January and February 2022, we conducted 43 one-on-one interviews with participants to gather further information. We also conducted a review of the Policy in light of best practices and standards in post-secondary sexualized violence policies.

At the end of the assessment process, we prepared an interim report, which was made publicly available on the King’s website in May 2022.³ In general, we found that participants expressed a high level of satisfaction with the Policy and the Sexual Health and Safety Officer (“SHSO”), and that they had perceived a positive shift in King’s response to sexualized violence with the implementation of the Policy and the role of SHSO. We further found that the Policy was of a high standard, as compared to best practices.

³ The report is available at the following link: https://ukings.ca/wp-content/uploads/2022/05/Kings-Interim-Report-Appendices_Rubin-Thomlinson.pdf.

Nevertheless, we found that King's faced ongoing issues with respect to its culture, including an ongoing impact from the allegations against Dr. Hankey. We made a number of recommendations aimed at building on the strengths King's has and improving the issues we identified.

As mentioned above, Dr. Hankey died on February 5, 2022, and the charges against him were dismissed. We began our inquiries of the historical allegations against Dr. Hankey, and we were able to speak with those involved in the criminal process.

All told, we interviewed 81 people over 110 hours. This was a combination of individuals who made themselves known to us, as well as people to whom we reached out, believing them to have information relevant to our mandate. We are deeply appreciative to everyone who spoke with us, often at some considerable emotional cost.

Our interviews were largely of people who were in some way connected to King's. That being said, we also made inquiries of Dalhousie regarding any record they had related to the 1991 committee report, and to allegations we had heard that Dr. Hankey had been banned from the Dalplex or its changeroom (discussed further below). We also asked whether Dalhousie had any record of complaints against Dr. Hankey. We were informed that Dalhousie did not have any records of this.

On several occasions during this process, an interviewee would name individuals who they speculated Dr. Hankey had abused. We decided against contacting these people. This was, we thought, consistent with the TOR which dictated that we conduct this process "in accordance with survivor/victim centered values and principles." Given how well publicized our work had been by the school itself, and in the media, we concluded that those people would likely know about the review, and they would contact us

if they wished to participate. We did not wish to create more harm by an unwanted query from out of the blue.

We asked for, and received, all documents that King’s had in relation to Dr. Hankey. We reviewed hundreds of pages of documentation, including personnel records related to Dr. Hankey’s compensation, tenure, and promotions, correspondence related to the 1991 committee regarding the complaint referred to it against Dr. Hankey, correspondence between Dr. Hankey and the King’s administration, and news articles related to Dr. Hankey. The available documentation was underwhelming and was generally unhelpful in establishing the critical facts. In our view, this did not mean that certain events we would expect to have been “papered” (and were not) did not happen. Rather, we think it points to a lackadaisical approach to record keeping. We do know that at least one case – a report prepared by a committee looking into Dr. Hankey’s conduct (which we discuss below) – was destroyed.

We encountered several challenges in this process, the first being the passage of time. It is always difficult to investigate historical allegations. Some of the events described in this report occurred over 40 years ago. Some interviewees who we knew had firsthand knowledge of relevant events, had imperfect or impaired memories of them or none at all. Several people were too ill to speak with us, no longer alive, or, despite our best efforts, could not be found. Others, declined to speak to us altogether.

Secondly, as investigators, we have no ability to compel anyone to speak to us. When they do, it is not under oath, and while we ask probative questions, we do not cross-examine interviewees.⁴ As a result, this can

⁴ There is case law that states that workplace investigators should not question interviewees in this way.

affect our ability to gather all relevant evidence, and to some degree, test its value as vigorously as if we were engaged in a trial or a hearing.

c) Conclusion

Based on the evidence available to us in this process, we have concluded that Dr. Hankey engaged in a pattern of predatory and abusive behaviour towards some young men. We became aware of numerous incidents which ranged from subtle solicitation, sexual suggestion, homophobic remarks, to sexual assault. In some instances, the reported behaviour fell outside the student-teacher relationship. We have chosen to consider it here, because taken together, it establishes a pattern of behaviour on the part of Dr. Hankey. This behaviour was unwanted by these men, they did not consent to it, and it caused them distress, at different levels of intensity.

Most of Dr. Hankey's conduct described below was connected to Dr. Hankey's employment and role at King's. Indeed, based on what interviewees told us, Dr. Hankey was able to exploit his position to do this. He had access to young men through his teaching and social life at King's, as well as his position as a don in King's residence. For that, we believe that King's is responsible for its role in the harm Dr. Hankey has caused.⁵

Given Dr. Hankey's position within the university at the time, the fact that he was an Anglican priest, and the power differential between Dr. Hankey and the men he took advantage of, it is not surprising that only one formal complaint was ever made against him (this is the 1990 complaint referred

⁵ It is possible that other institutions are similarly responsible for Dr. Hankey's behaviour. We note in this regard that he was an Anglican priest, and he had teaching duties at Dalhousie. However, our mandate was in relation to King's only, we did not gather evidence to consider the legal responsibility of these institutions, and we offer no opinion in this regard.

to above.) Indeed, had more people wished to complain, there would have been no obvious mechanism at the university to do so at that time.

In our view, King’s response to becoming aware of Dr. Hankey’s inappropriate behaviour, or suggestions of it, was lacking. This served to protect Dr. Hankey.

We wish to be clear that this is our conclusion even when the university’s behaviour is judged by the standards of thirty or forty years ago.

Why we reached this conclusion, is explained in the pages that follow.

2. The Incidents

We have not included the names of the men who we have concluded were subjects⁶ of Dr. Hankey’s behaviour, and to respect their privacy, we have omitted some details that would cause them to be identifiable. They are, of course, free to speak publicly themselves should they wish, but that is their decision to make, not ours. We sincerely hope that how we have presented their stories, which they entrusted with us, has not caused them more harm.

The incidents we have included are primarily first-hand accounts because we considered them to be most reliable. Based on the evidence we had available to us in this process, we have found that the incidents described below occurred on the balance of probabilities. In other words, this means that they are more likely than not to have occurred. This is the standard of proof in civil matters that are decided by (non-criminal) courts, tribunals, and in arbitrations.

We note that this report does not contain the totality of what people told us on the subject of Dr. Hankey. There was information that we concluded was

⁶ Some of these men told us that they did not like the word “victim.” Hence, we have used more neutral language out of respect for them, and their experiences.

based on rumour, or was speculative, or was not sufficiently reliable or relevant to the mandate we were given, to be included here.

We also note that we did not have the benefit of hearing from Dr. Hankey himself. We had hoped to interview him after the criminal trials resolved, but as noted above, he passed away before that could happen. We acknowledge the possibility that he could have had evidence that would have impacted on our findings or provided additional context.

Nevertheless, in executing our mandate, we recognized the university's need to recount what occurred even if the man central to the events could not respond. In the end, we could not ignore the totality and preponderance of the evidence we heard, the credibility and reliability of it, the presence, in some cases, of corroborative evidence, and the pattern of behaviour on the part of Dr. Hankey that emerged, to reach our conclusion.

These incidents are set out in chronological order.

i. 1977-1980: Repeated Sexual Assault

These incidents formed the subject matter of the complaint made to the Diocese in 1990, as well as to King's on December 4, 1990.

The complaint, which we reviewed and discussed with the man who raised it, states that he had been assaulted (his exact words) by Dr. Hankey over a period of a number of years. It contained the details that follow, the language of which, we have largely replicated from his complaint.

The man first met Dr. Hankey around 1970 or 1971 when he was an 11- or 12-year-old boy. They met at a social gathering at the man's house in Nova Scotia. Dr. Hankey was known to this man's family, who also had a connection to the Anglican Church.

A year or so later, Dr. Hankey engaged the boy to play as an organist in one of the churches in which Dr. Hankey served. Dr. Hankey picked him up on Sundays, and they spent increasing amounts of time together and they often talked about various topics. This man says that by 1975, he considered Dr. Hankey a friend.

This man turned 18 the summer of 1977. That summer, Dr. Hankey began taking him to the King's swimming pool.

(Summary of redactions: Numerous assaults were made over the next three years on the King's premises, in the man's home, and in residence overseas. The man was worried about what would happen to him if he said anything. He felt powerless to end the assaults, because he planned to take the FYP (which was with Dr. Hankey) in the fall of 1977 and he could not tell his parents what happened because he felt that they would be unable to cope.)

[REDACTED]

The man summed it up in his 1990 complaint, writing that:

...a person in power over me, both as a priest and a university professor, abused his power to abuse me in a way that I did not want or consent to despite my compliance, reluctant though it was.

We interviewed this man some 30 years after making that complaint. He confirmed that the facts were still accurate. He told us that it had been a horrible experience for him and that he had felt completely disempowered at the time to be able to do anything about it. So, he had endured it.

The man, now in his early sixties, described to us the lifelong impact of the abuse, and of making a complaint against Dr. Hankey. This included psychological issues, health effects, a strain on his family relationships, the ending of many friendships, and ultimately, his decision to move away from Nova Scotia with his family.

ii. 1978: Exploratory Grasp

This man recalled his interview with Dr. Hankey for a place in the FYP. During the interview, Dr. Hankey put his hand on his arm, as well as on his knee, which he found “creepy.” He was 17 at the time. It was the spring of 1977.

He began at King’s the following fall, in the FYP. At some point during the second term, he had a meeting with Dr. Hankey in Dr. Hankey’s office. Dr. Hankey was angry at him for dropping a course. Out of the blue, Dr. Hankey put his hand on the man’s leg, over his clothes, and on his genitals

to “feel where things were.” He described it as an “exploratory grasp” and that it was definitely not inadvertent. He said there was no buildup, no grooming, and it was pretty overt.

While the man did not report the incident, he was certain that the then President, and his tutors, knew something had happened. He reached this conclusion because shortly after the incident, Dr. Hankey took his papers, which were supposed to be graded by tutors, and took it upon himself to grade them. The papers came back with scathing comments, and marks so low that he would probably be “booted” from the FYP. It was at that point that the then President got involved. He had run into the man and told him that he had heard that he had been “giving Wayne a hard time.” The then President said that he understood that the man’s marks had really fallen and asked him if anything was wrong. The man told the then President that Dr. Hankey had taken over marking his papers. The then President suggested that he consider other faculties in which to continue his studies. The man believed he was about to be expelled but said that his tutors took it upon themselves to regrade his papers. He received very high marks.

iii. Summer of 1980 and early 1990s⁷: Creepy Good Morning

In the summer around 1980, this man was a teenager. He had a weekend job scraping and painting a house. One Saturday morning, he was at work and climbed a ladder to reach the second floor of the building. When he got there, he looked through the window and saw Dr. Hankey on top of a young boy between the ages of 10-20 – probably 15. The boy was face down on the

⁷In including this incident, we acknowledge that we do not know if the young man was of age to consent to sex, and if the sex was in fact consensual. While we have been mindful of not including incidents that have no connection to the university, here, because of the latter interaction where the man had a “creepy” encounter with Dr. Hankey, we concluded there was a sufficient connection to the university for it to be considered.

bed and Dr. Hankey was on top of him in the “rear entry position.” He did not know who the boy was.

The man was so shocked that he fell down, off the ladder. Dr. Hankey came down in his dressing gown to check that he was okay. Dr. Hankey knew this man by name because of his work on the house.

Years later, this man encountered Dr. Hankey at King’s. He recalled Dr. Hankey saying good morning to him in a “creepy” way, which he attributed to the fact that he had seen Dr. Hankey through the window with the boy, and Dr. Hankey recognized who he was. We accept this man’s explanation as to why the greeting was “creepy.”

iv. 1981: Dinner Party Invitation

This man started at King’s in the fall of 1981. He lived in residence.

He recalled attending a happy hour on a Friday, within the first few days of starting university. He was 18 at the time. Dr. Hankey approached him and invited him to a party. Dr. Hankey made it sound like there would be other people there. The man accepted. He then asked some of the senior students if they too had been invited. They told him in “no uncertain terms” that this was not a party, but a one-person event, where he was being targeted.

Certain that this was an overture by Dr. Hankey, (which we accept to have been the case) the man cancelled his attendance.

v. 1982: Grab at One-on-One Meeting

This man recalled that he had just started at King’s, where he was enrolled in the FYP, when Dr. Hankey assigned himself to be his tutor. He went to his first tutorial⁸ session at the residence, in Dr. Hankey’s room.

⁸ We understand that the term “tutorial” is used in relation to the FYP to describe a group session. We understand this man’s use of the word to describe a one-on-one academic

Immediately before, he had tried out for a sports team at the school, and so he arrived at the session still wearing his athletic shorts. He remembered thinking at the time that being tutored by the founder of the program, did not get any better.

This man sat down on a chair beside Dr. Hankey who was seated in another chair. He observed that Dr. Hankey inched his chair closer to his. Suddenly, Dr. Hankey placed his left hand on this man's right leg, underneath his shorts, and tried to "go for broke," meaning, to make contact with his genitals. This man was so shocked, that he was not sure if Dr. Hankey touched his genitals or not. He jumped out of the chair and left the residence.

The man described this event as life altering. A practicing Anglican, he was shaken that a priest had done this to him. He also wondered why he had been targeted. There was a stigma in coming forward after an incident like this, and so he did not tell his parents, nor did he tell anyone, until many years after the incident.

He could not return to King's and withdrew from the program immediately after the incident.

He has suffered mental health issues from then on, and while he cannot say that it is solely attributable to this incident, he has received a "multitude" of counselling to deal with it.

vi. 1985: AIDS Comments and Sauna Incident

This man was grappling with being gay while he was a student at King's. As he told us, he believed he was one of a few people who were out at the time,

meeting with Dr. Hankey. Moreover, in 1982, Dr. Hankey was no longer the Director of the FYP so this assignment may have been outside of the program.

adding that to be “out” at the time meant that he told people he considered safe to tell.

He was deeply offended when Dr. Hankey made statements about people with AIDS on campus and how they were a threat. He recalled that these statements were sufficiently broad to have included anybody. This man found Dr. Hankey’s innuendo deeply disturbing and wondered if Dr. Hankey was going to name him.

The man was able to provide us with a specific example. Dr. Hankey had participated in a King’s forum about whether oral contraceptives should be included in the 1987-1988 health plan. Subsequently, Dr. Hankey, who was identified as a King’s professor was quoted in the *Dalhousie Gazette* on March 23, 1987, to say, “To the best information we have, there are four people on campus with AIDS.”

This man still had a copy of an article in which this statement appeared, which he provided to us for review. The man believed this statement to have been totally fabricated, but it contributed to fear mongering and anti-gay sentiment in the midst of an epidemic. This man said that he became profoundly depressed in response to these comments.

A few years later, this man found himself in the sauna at Dalplex on a spring afternoon. The sauna was very small, with two benches – one upper and one lower. He was on the upper bench, with a towel over him and Dr. Hankey was on the lower bench. There was another person there.

Dr. Hankey stared at this man’s genitals. This went “on and on” until the man ended it by saying, “Dr. Hankey, you’re going to burn.” This was because Dr. Hankey’s towel was going to catch fire, but, it also had a second meaning, which related to Dr. Hankey’s comments about AIDS that this

man had found so offensive. The man left the sauna after making this comment.

This man said that he did not contemplate making a complaint against Dr. Hankey at the time because:

There was no complaint mechanism for these sorts of incidents at the time...(and in any event) it would be shameful. It would be shameful because you would have to admit you were gay. You would have to admit that you put yourself in a place where these things happen. And then it would be his word against mine...It was impossible to make a claim about homophobia at the time. It was just something nobody spoke about – especially at King’s.

This man told his roommate about the incident some time after it happened. We spoke to him, and the roommate recalled the man telling him about Dr. Hankey’s “creepy” behaviour in the “something like a steam room,” and that Dr. Hankey had “ogled” the man and wouldn’t stop staring at him.

vii. Mid-eighties: Library Construction

A man who worked on the library construction in the mid-eighties said that he made an attempt to collect on some unpaid bills. As Dr. Hankey was in charge of the project, he was the person this man contacted. Dr. Hankey suggested that they get together. The man went to see him at his residence, and when he knocked at the door, Dr. Hankey appeared in his underwear, and he had a bottle of wine. When this man pressed on the issue of the unpaid bills, Dr. Hankey said, “I want to know what’s in it for me if I speak to people and try to get your money for you.” When this man said, “What do you mean?”, Dr. Hankey repeated, “What can you do for me?” The man said that he didn’t think he had to do anything as he had done the work, and it was money owing to him.

Dr. Hankey got upset with him and told him that he would not do anything for him. Dr. Hankey was upset with this man for the rest of the time the man had to deal with him on the project. As he said, Dr. Hankey “made every opportunity to make life difficult for me while I was still doing work for the college.”

This man felt (and we have accepted) that “the suggestion was there” that he engage in sexual activity in exchange for assistance in getting the bills paid. He reached this conclusion because Dr. Hankey made no attempt to get dressed once the man arrived at his residence, he walked around in his underwear, as well as his overall behaviour.

This man came forward because he had become aware of the criminal charges against Dr. Hankey, and he felt that “he owed it to that other individual to come forward and relate (his) story.”

viii. Fall of 1986: The Swimmer at the Dalplex Pool

A former King’s student who worked as a lifeguard at the Dalplex pool recalled an incident that occurred in the fall of 1986. While he was on duty, a male swimmer got out of the pool, very upset and frustrated. He went up to the lifeguard and, pointing to the lane in which he had just emerged, told him that, “That man swimming in my lane grabbed my testicles.” He then left the building.

The lifeguard recognized the man to whom the swimmer pointed as Dr. Hankey. He recognized Dr. Hankey from King’s. The lifeguard did not approach Dr. Hankey but did report him to his manager, who told him that they knew who Dr. Hankey was.⁹ While we cannot say on this evidence that

⁹ This man gave us the name of his manager. Unfortunately, we could not locate that person to interview them.

the grab occurred, we do find that a report about Dr. Hankey's behaviour was made to the manager of the pool.

ix. Late Eighties: Lunch and Corridor Incidents

A man in his late teens encountered Dr. Hankey at an off-campus lecture that was connected to the Anglican Church. At the time, he was a high school student very interested in studying Classics. Although the interaction he described took place over 30 years ago, he still vividly remembered "how Hankey made me feel that day."

This man recalled that Dr. Hankey's "manner of speaking, his body language and physical presence made (him) feel profoundly uncomfortable." He noted that during Dr. Hankey's talk, Dr. Hankey's eyes kept coming back to him more often than other faces in the audience. That made him feel self-conscious.

Lunch was provided at this event, and this man found himself about to sit down at a table that included Dr. Hankey. Dr. Hankey was initially seated some seats away, but he asked that he be moved next to this man. This made the man, who was already uncomfortable, even more so. Dr. Hankey began to talk loudly to this man, and put his arm around his shoulders, for what seemed to be an "unreasonably long time." When the man leaned his body away from Dr. Hankey, Dr. Hankey brought his hand round to his collar, and proceeded to rearrange the man's collar and tie right there at the table.

This man said he felt humiliated and embarrassed by the lengthy physical contact that was unwanted by him, as well as the implicit negative comment about his appearance.

This man later encountered Dr. Hankey. He recalled Dr. Hankey standing at a doorway at the Classics Department at Dalhousie. This man walked right past him and saw that Dr. Hankey never took his eyes off of him, and turned his body to keep the man in his sight as he passed him. When the man turned at the end of the corridor, Dr. Hankey was still watching him. The man felt extremely uncomfortable. For the most part, the man succeeded in avoiding Dr. Hankey thereafter, but when he could not, he said that Dr. Hankey made him feel similarly uncomfortable.

The man, who had intended to study Classics, decided on another discipline altogether so that he could avoid Dr. Hankey.¹⁰

x. 1980s incident

We became aware of another credible incident that occurred in the 1980s. It was an assault consisting of sexual touching of a male student without his consent, that resulted in physical injury to him. The man did not wish for us to include any other details of this incident in the report.

xi. 1990 or 1991: Dalplex Changeroom

This man recalled an encounter with Dr. Hankey at Dalplex, which was the gym on the Dalhousie campus.¹¹ On that occasion, Dr. Hankey was in the changerooms, “walking around butt naked, with a grin on his face.” He was, “wandering aimlessly,” “leering at all the boys and men in the changerom.”

This man recalled this event because sometime after, he had heard from fellow students that Dr. Hankey had been banned from Dalplex. His

¹⁰ We note that this man’s interactions with Dr. Hankey occurred in connection with his role at King’s and Dalhousie. We have included the totality of his experience because it is better understood that way, and also, to indicate a pattern of behaviour on the part of Dr. Hankey.

¹¹ Again, this is an incident that did not occur at King’s. We have included for the same reason identified in the footnote immediately above.

reaction at the time was, “No fucking kidding, I know exactly why he got banned at Dalplex.”

xii. 2008: Short Comment in Class, and Comments at the Bar

This man was a member of one of the King’s sports team. He recalled making a presentation in one of Dr. Hankey’s classes in which he and others tried to promote attendance at a game. He was wearing the team uniform, which included a pair of shorts. This man recalled that in addition to there being students in the classroom, there were also professors, although he could not say who they were specifically.

After the presentation, this man went up the stairs to leave the classroom. As he did so, Dr. Hankey said, “Well, you know if (man’s name) were wearing these shorts, you know everybody should be at the game to see that.” He was wearing a microphone so that the entirety of the class heard this remark. The man said he felt embarrassed at the time.

This man also recalled that after the incident in the classroom, Dr. Hankey regularly made sexualized comments to him at the King’s bar, in which the man worked. Dr. Hankey brought up his shorts, or his “ass,” and he would look at him in a way that was sexualized. This man estimates that this happened 10 times over a few years.

xiii. March 2019: Dinner with Dr. Hankey

A man who had graduated from King’s recalled seeing Dr. Hankey at a choir performance in which the man had participated. The man was a member of the choir. The man had known Dr. Hankey from his studies. At the halfway point, Dr. Hankey approached him, gave him a big hug and kisses on the cheek and said that it was good to see him. After the concert, Dr. Hankey approached the man again and said to him that they had never kissed or

hugged before. He added that he'd been taking on lovers and asked if he wanted to have dinner with him. The man did not take the reference to "lovers" to mean any sort of physical relationship; rather, he thought this was Dr. Hankey's "ridiculous" way of referring to an intense friendship.

The man thought why not go, particularly since he hoped to obtain some advice from Dr. Hankey in terms of an academic decision he had to make. Moreover, this man asked friends of his who were close to Dr. Hankey about whether he should go to the dinner, and they encouraged him to do so.

The man went to Dr. Hankey's house, and he recalled that Dr. Hankey cooked a "ridiculous meal" of lamb shank, oysters, salmon, and salad with tons of wine and champagne.

During the dinner, Dr. Hankey said and did things that were really upsetting to him. The first was a reference to a person close to Dr. Hankey, who Dr. Hankey said had a habit of picking up people at the bar, and "fucking them," and never calling them again. What made this comment particularly "gross" to this man is that he thought this was Dr. Hankey's attempt to convey that this was not what he was about, and that he engages in relationships with people. The man felt that this was how Dr. Hankey described what he was offering.

The man also recalled that he and Dr. Hankey discussed a mutual acquaintance who smoked marijuana. In the course of this discussion, Dr. Hankey "went on" about how absurd it is that smoking marijuana is not a sin, but masturbation is. The man found Dr. Hankey's comments about masturbation – normally a private topic – inappropriate.

At one point during the dinner, Dr. Hankey grabbed this man's thigh. He believes he must have had a "look" on his face, because Dr. Hankey

immediately said, “Oh don’t worry my dear, I’m not trying to get your cock,” which this man thought was not the case. At another point during the dinner, Dr. Hankey reached across the table to take his hand. At another point, when this man wanted to discuss something in particular, Dr. Hankey said something like, “It’s 5 o’clock and you want to talk about [the particular subject matter] and give me a kiss.” The man thought that he must have made some kind of face again because Dr. Hankey then assured him that it just had to be a kiss on the cheek. The man obliged, which in hindsight, he says, he hates so much.

As the dinner progressed, Dr. Hankey mentioned that he had first taken notice of the man five years before, when he had been an undergraduate student. He also referred to another male student who he liked to hug because he could feel his abs through his shirt.

Dr. Hankey also mentioned that a mutual acquaintance of theirs, and a member of the King’s community, had been his lover.

This man told several of his friends about what had occurred the next day. He asked them if Dr. Hankey had ever kissed them or grabbed their thighs, and they said that he had not. The man became progressively more upset about what had occurred, as he continued to think about it. Several months later, he saw Dr. Hankey at another choir performance, which prompted him to write to various people in charge of the choir to say that he had been sexually harassed by Dr. Hankey, and to quit the choir. Sometime later, in November, the man attended a choir performance and saw Dr. Hankey there. He confronted Dr. Hankey and told him he had made him feel really uncomfortable with that dinner. Dr. Hankey replied that he should be precise about these sorts of things.

This man eventually emailed the President of King’s to describe the incident. In response, the President thanked the man for sharing the

information with him, asked how he could best support the man, and offered to speak with him in person. He also provided contact information for the Sexual Health and Safety Officer and advised that the man could seek support from her.¹² The man ultimately decided not to pursue an investigation at the time, which, under the Policy, he was entitled to. Therefore, the information he passed on was considered a confidential “disclosure” under the Policy and was not investigated.

3. Additional Reports

For completeness, we have included two additional reports. Because of challenges with the relevant evidence, we are unable to conclude that these incidents occurred on a balance of probability standard, which is explained above. However, we do believe that it is *possible* that they occurred. We do note that they are similar to other incidents we have described in this report. However, given the particular nature of each report, we cannot say that they occurred with more certainty.

i. Sexual Assault: 1973 or 1974

We were unable to make contact with anyone who had direct knowledge of the matter. Therefore, our knowledge of it is secondhand. We had information from two sources: The first is a detailed media report.

According to the journalist:

Almost 50 years after the fact, (the man’s) brother and his four remaining siblings are uncertain about the precise circumstances of how and where Hankey sexually assaulted (the man). Most of the siblings knew something – bits and pieces gleaned over the years from conversations with (the man) or their parents, who have all died. They got together on a recent Zoom call to pool their knowledge and talk about it for the first time. They know it happened in 1973 or

¹² Then known as the Sexualized Violence Prevention and Support Officer.

1974 when (the man) was 17. They know it happened during a concert series in Crousetown, near the small community of Petite Rivière, where Hankey and another priest, (name omitted) got (the man) drunk on gin. Initially, (the man) clammed up. But eventually, he told his parents what happened.¹³

The second source is a man who recalled speaking with the subject's father who told him that the subject had been only 16 when he was first assaulted. This is the same man whose experience we described in section 2. i., above. He recalled that after the results of the Diocesan Court became public (discussed below) the father asked him if he could talk to him. When they spoke, the father told the man that he wanted him to know that “he was not the only one” and that Dr. Hankey had done the same thing to his son. The assaults, he said, had happened when his son was underage – 16 at the time – and had occurred in a church where Dr. Hankey had preached.

This report may not have a connection to the university. We have included it here because of its overall relevance to the other incidents described here.

ii. Sexual Assault in the President's Lodge: 1977

This man recalled that when he was 14 years old, he was sexually assaulted by Dr. Hankey in the President's Lodge, and by another Anglican priest.

We found him to be credible. He was able to provide us with details of the Lodge, how he found himself there, as well as the sexual assault itself. He also described, very compellingly, how the assault had had a lifelong impact on him. Given the passage of time, and personal circumstances unique to this man, we did have some concerns about the reliability¹⁴ of his evidence.

¹³ Frances Willick, “Revered and Feared,” *CBC News*, November 3, 2021.

¹⁴ When considering evidence, “credibility” refers to a person's truthfulness. “Reliability” refers to whether that truthful recollection is reliable, or whether it may be impaired or compromised in some way.

4. What Did the University Know?

We found several specific occasions where King's became directly aware of Dr. Hankey's problematic behaviour or became aware of information that was highly suggestive of it. We have also included one such event where Dalhousie may have also been aware of this behaviour.

Through our review of the evidence, what also became evident were occasions where the university protected Dr. Hankey.

Again, we have presented this information in chronological order. Because we are less certain of the first occasion, we cannot conclude that it occurred on the balance of probabilities, but we do believe that it is possible that it occurred.

a) Entreaty to the President to Remove Dr. Hankey: Early 1970s

We heard from a family member of the man who was the Chaplain at King's from the middle of the 1960s until the early 1970s, at which point the Chaplain resigned. According to the family member, who had a clear recollection of what transpired, the Chaplain's resignation was because of Dr. Hankey and the university's unwillingness to do anything about him. The Chaplain had gone to the then Anglican Bishop of Nova Scotia, to have Dr. Hankey "defrocked," and to the then President of King's, to have Dr. Hankey removed from the school. The family member understood that the Chaplain did this because of Dr. Hankey's sexual activity with students. He did not know how the Chaplain came to know this, but he was certain that it was the inappropriateness of the sexual activity with students that concerned him, not that it was same-sex sexual activity.

We could not pursue this evidence because the Chaplain had passed away, the Bishop had died, and the then President was unavailable to us.

As we have previously noted, the documentation regarding Dr. Hankey was severely limited. We found nothing about this incident in the files we were given. This does not suggest to us that the event did not happen. It could have and simply not been recorded. Unfortunately, we were unable to talk to anyone who had firsthand knowledge of this matter.

We found the family member to be entirely credible, and his memory reliable. However, absent more information, we can go no further than to say that it is possible that this event occurred. Had it, that would mean that King's had information about problematic behaviour on the part of Dr. Hankey as early as the 1970s.

b) The Pool: Summer of 1981

In the summer of 1981, Dr. Hankey was found naked swimming in the school's pool, with a boy. Many people with whom we spoke had heard about the incident.

Despite our efforts, we were unable to speak to those most directly involved in the incident. Therefore, we have relied on a credible secondhand report to establish that the incident occurred, and knowledge of it made its way to the then President. One person told us that in September 1981, he had a conversation with the member of campus police who had found Dr. Hankey in the pool that summer. The campus police officer had made a notation of it in the logbook that the campus police kept. The campus police officer added that that page had been removed from the book. Some months later, this person himself saw that a page from the logbook had been cut out where he would have expected the Dr. Hankey incident to have been, and that it was the only page to have been removed that way.

We heard from a second person who recalled that the same member of campus police talked to him the day after his night shift had ended. He was

told that the campus police officer had found Dr. Hankey swimming naked in the King’s pool with an underaged male, and someone who was not a college student. The officer expressed concern that he had found a prominent member of the faculty engaged in something that he shouldn’t have been doing. He was afraid to report it further upwards, so this second person spoke to a member of faculty about it.

We spoke to this member of faculty, who confirmed that he knew about the pool incident and that the President at the time also did. The President at the time asked him to speak to Dr. Hankey about it, which he did. Dr. Hankey told him that it was a “one off” thing, that it had never happened before, and that it was completely innocent. This faculty member reported this back to the then President who said that this was fine and that was the end of that. This faculty member added that there was nothing official about his conversation with Dr. Hankey. There was nothing in writing.¹⁵

Some years later, and as noted above, a complaint was made against Dr. Hankey to the Diocese of Nova Scotia and Prince Edward Island. We believe that as part of this process, it hired an investigator to look into the incident in the pool. We understand that this investigator is deceased, but we were able to source the notes we believe him to have made when interviewing the campus police officer who discovered Dr. Hankey and the boy in the pool. Given their source, we believe these notes to be authentic. Because of their significance, we quote them in their entirety¹⁶:

July 29, 1981, 10:22 p.m. – the reason that sticks in my mind is, if you’re a monarchist you’ll know that Charles and Di were married about 13, 14 hours before that. Also stuck in his mind because, “hell, you’re a 19-year old kid, you’re walking in on something that doesn’t make any sense while you’re living it, but the real truth comes rushing at you

¹⁵ The then President was not available to be interviewed.

¹⁶ We have included these notes verbatim. They contain some grammatical and spelling anomalies which we preserved. We have removed one name as it is not material.

pretty quick.” Surprised that the lights were on in the pool, which is in the basement gym. “I went down there just for something to do, just to chew up an hour of my patrol time.” Saw two people in pool, through picture windows. Was worried someone would drown in his shift. The large person was kind of piggybacking a smaller person in the shallow end of the pool, which is the end that I turned the corner. I didn’t know who the hell it was at that time. I walked up hall and had to open door at top of landing, a few stairs. Stood a top of stairs by the time he opened the door and stood on landing, two bodies had separated, large body swam to furthest corner of pool from him. There’s a young, male body on the pool deck to my right. I’ve never seen a more terrified look in the kid’s eyes...because I had the campus police jacket on, it said police on the thing, so it must have terrified the kid. This kid’s looking up at me, absolutely terrified, crouched nude, totally nude,...and then he had behind the mini wall. I asked three times, excuse me, who let you people in here? large body swims, over, “and then I noticed it was Wayne Hankey, and I remember saying to myself, you son of a bitch.” he stood up on the ladder...he was totally nude, hanging onto the ladder, totally lost for words, and if you’ve ever talked to the man, he’s not a man lost for words. He stood up there totally dumbfounded. I finally gave him the answer, I said, was it (name omitted) who gave you permission to be in the pool? I didn’t know how to handle the situation...I said, was it (name omitted) who gave you permission to be in here? He stammered and said ah, ah, yes, yes, that’s who gave us this permission. I said, that’s fine, just let me know when you lock up, and I walked out. Any thinking person, it’s a little obvious what the hell was happening. Boy “definitely a minor” because of his size. (campus police officer) about 5’8”, and kid was smaller. “Maybe 12 or 13, maybe.” Didn’t know who it was. Hankey CAME TO CP OFFICE, asked for (campus police officer’s) name and tried to explain he had been in pool, didn’t offer explanation for boy. (campus police officer) thought later hankey may have thought (campus police officer) didn’t see kid. Hankey explained he had a bad case of gout and docs recomm. Swimming. “He said, yeah, and I’m sure you’ve been nude before, too (in the pool).” It was a very awkward conversation, and I think he tried to catch my offguard with that question. “I just put it down in the book at that time, and then the politics of King’s started. I said, discovered or found Rev. Hankey

with male friend swimming nude in the pool. That was it.”
His next shift, page ripped out.

To be clear, we do not know whether Dr. Hankey engaged in any kind of sexual misconduct with the boy in the pool, and we have not made that finding. However, the campus police officer’s description of what he found, should have raised concern on the part of King’s that would have warranted a much deeper examination than the perfunctory questioning that occurred under the then President’s direction. We believe that the then President was premature in dismissing the matter as quickly as he did.

We accept that the description of the event was ripped out of the logbook after the incident occurred. While it is certainly possible that the page was removed by someone who was intent on protecting Dr. Hankey, there is insufficient evidence to make findings on how the page was ripped out, by whom, and for what reason.

c) Banning from Dalplex

Several people told us that Dr. Hankey had been banned from either the Dalplex or the Dalplex changerooms. As noted above, Dalhousie did not have any record of this ban and we were therefore unable to determine with certainty whether Dr. Hankey was in fact banned and, if he was, what led to the ban and any of its conditions. However, we note that the documentation related to Dr. Hankey provided to us by King’s includes a *Frank Magazine* article from August 6, 1991, in which the author notes that they were informed that Dr. Hankey was banned from the Dalplex 18 months previously. If this is accurate, that means that Dr. Hankey was banned from Dalplex *before* the King’s committee process described immediately below.

We again refer to the incident described at 2. viii. above and we note that when the lifeguard spoke to his manager, the manager told him they knew about Dr. Hankey.

Based on everything we heard and reviewed, we accept that Dr. Hankey was banned from Dalplex at some point, but we cannot pinpoint the timeline, or the precise reason for it. We think it is reasonable to infer that it was linked to Dr. Hankey's reported behaviour in the pool or in the changeroom, or similar concerns.

d) The Committee

As noted above at section 2 i., a man who had been sexually assaulted by Dr. Hankey made a complaint to the Diocese of Nova Scotia and Prince Edward Island. The Church convened a Diocesan Court to consider the matter.

On December 4, 1990, the Bishop of the Church referred the complaint to King's for its consideration. The Church was still engaged in its own consideration of Dr. Hankey's behaviour at the time.

The then President of the university quickly arranged for a committee to be formed to consider the matter. It consisted of three King's professors. At least two of those professors also taught at Dalhousie as Carnegie professors. The chair of the committee was a King's vice president.

We were able to speak to the then President, as well as two of the professors on the committee. The third member is deceased. There are no records of the committee's work itself, and so we were entirely dependent on these individuals' recollections of events. While generally consistent, these recollections did not match exactly. With no records and the passage of time, we cannot say with absolute certainty what happened as the committee deliberated. What follows below is our best reconstruction of what occurred.

The committee was formed on an ad hoc basis and appeared to be convened under section 831 of the “Pink Book,” which contained a general outline of university processes. At the time, there was no policy that prohibited intimate relationships between professors and students. The committee’s role was to recommend a disposition to the then President. As part of its work, it considered how other universities handled these types of situations. It was able to consult with a lawyer as it did its work.¹⁷

Based on the documents we reviewed, it appears that the committee took a number of months to do its work, and it met six times. From our interviews with the surviving members of the committee, it is clear that they believed theirs to have been a serious task, and they executed it accordingly.

The committee had a copy of the man’s complaint letter in front of it. We again note that he asserted that he had been assaulted. Indeed, that words “assault” or “assaulted” appeared ten times in his written complaint. However, it chose not to hear from the man himself since the particulars had been set out in writing, and it was focused on the consequences to Dr. Hankey, rather than the facts of the interaction between Dr. Hankey and the man.¹⁸ The committee interviewed Dr. Hankey on two occasions, in the presence of his lawyer, and according to the recollection of the committee members, Dr. Hankey admitted to the nature of the complaint. There may have been handwritten notes of these interviews, but no formal record was made.

The committee members believed that the relationship between the man and Dr. Hankey was consensual and not a case of criminal assault. They

¹⁷ We were advised that the university made attempts to obtain the lawyer’s file with no success.

¹⁸ We reviewed correspondence from the man’s lawyer at the time that indicated that “he had nothing further to add to the matters disclosed in his written complaint,” but that he was “more than willing” to appear at the committee if it wished.

were particularly influenced by the fact that the man was 18 when the incidents began and was of age to consent. Ultimately, it viewed the interactions between Dr. Hankey and the man as an “inappropriate relationship.” At that time, relationships between professors and students were not unheard of and not prohibited.

The committee’s job was to consider whether that relationship constituted professional misconduct. As part of its deliberations, the committee took into account the power differential between the two and the apparent manipulative nature of the relationship. At its core, the committee’s mandate was to consider what appropriate “penalty” should be given to Dr. Hankey.

One concern that the committee had was that it did not want to be seen as being homophobic and it did not want to treat Dr. Hankey any differently than if he had been in an opposite sex relationship.

The committee was aware of the 1981 pool incident. It interviewed the faculty member who was dispatched to interview Dr. Hankey about it at the time. Nevertheless, the committee did not explore whether Dr. Hankey had engaged in problematic behaviour with others, or the possibility of a pattern of behaviour on his part. It did not have information about the Dalplex in front of it (assuming it existed at the time and was available to them). Instead, it restricted itself entirely to the subject matter of the complaint.

The committee’s recommendation was to suspend Dr. Hankey for a year without pay, and to remove him from his role as Director of the FYP. Because Dr. Hankey was to be on sabbatical for one year, combined with the suspension, he would be off campus for two years. He was to be removed from the residence, and his role as don. One committee member vaguely

recalled that he was not to have contact with students outside of teaching¹⁹, and there may have been specific spots he was not supposed to go.²⁰ Based on what their lawyer told them, the committee did not believe it had legal grounds to recommend he be fired. The document we reviewed, referenced in the Introduction above, also suggests that the sanction included that Dr. Hankey was not to live off campus with students and that, any similar misconduct in the future would result in his immediate dismissal.

At the end of the committee's process, a written report was prepared. This was delivered to the then President on April 16, 1991, who accepted the recommendations. The then President provided a brief summary of the committee's process and recommendations to the Board, on May 23, 1991. While there is no precise record, it appears that the Board and the then President accepted the recommendations.

None of the committee members we interviewed had copies of the report, nor did the then President. The then President's former assistant, who we also interviewed, had no knowledge of what became of the report. We know that the report was destroyed in 2003, when the President at the time was ending his term and cleaning up his office. He became aware that it was in his files, and he decided that because both the Church and the university had acted on the complaints, the matter was done. He did not want to leave the report for others to find, in part, out of respect for the privacy of those who were involved.

Unlike the perfunctory inquiry into the 1981 pool incident, the committee did probe Dr. Hankey's conduct in a more meaningful way, and we believe they were sincere in so doing. Nevertheless, and despite the committee's genuine efforts, it is our view that the process failed in two ways: first it was

¹⁹ As noted above, this is consistent with a document we reviewed, although the reliability of the document is at issue.

²⁰ We could find no record of this.

misguided as to the true nature of the relationship between Dr. Hankey and the man. Based on the clear language of the man's complaint, in which he asserted that he had been assaulted, which the committee believed Dr. Hankey had admitted, it was apparent that what Dr. Hankey had done went well beyond professional misconduct or an inappropriate relationship. He had had sexual contact with the man repeatedly without his consent.

Second, the committee's focus (and this could have been because of the limited mandate it was given – although the evidence on this is unclear), was overly narrow in scope. The committee failed to connect the dots between the 1981 pool incident and what had happened to the man (i.e., the incident in the shower following a swim), even though there was a common theme of the swimming pool between the two accounts. Having not interviewed the campus police officer who found Dr. Hankey in the pool with the boy, it missed the rich detail of his account, which we have reprinted here. It may have also failed to consider Dr. Hankey's activities at the Dalplex pool, where we believe he had been banned for some kind of inappropriate behaviour, although we do note that that information may not have necessarily been available to it if it was held by Dalhousie or the Dalplex in a confidential manner, and as we have noted above, it is not clear that the ban occurred before the committee deliberated.

In reaching this conclusion, we have done our best to avoid judging the committee's work of 1991 through a 2023 lens. However, we do have the contemporaneous work of the Diocesan Court to consider by way of comparison. That Court heard evidence from the complainant and the impact Dr. Hankey's behaviour had had on him. It also interviewed the faculty member who had interviewed Dr. Hankey about the pool incident, and it hired an investigator to interview the member of the campus police who found Dr. Hankey and the boy in the pool.

We find it particularly significant that it also heard and accepted evidence from a pediatrician who had experience with cases of child abuse, and who had been a member of an inquiry examining sexual abuse of children by the clergy. In their judgment, the Court referred to her testimony on the issue of the man’s failure to object to what was being done by him by Dr. Hankey. It noted her explanation that in an abusive sexual relationship there comes a time where the victims “believe that they in fact have enticed the adult to do what has been done to them.”

From what we can see, the Court made a greater attempt to understand the entirety of Dr. Hankey’s conduct, not just one piece of it. Their conclusion, that Dr. Hankey had engaged in sexual assault, went well beyond that Dr. Hankey had engaged in an “improper” relationship, which was the committee’s view. Moreover, Dr. Hankey’s resumption of his clerical role after he was deprived of his office was not guaranteed or based on the passage of a set time. It was conditional on there being evidence that he could maintain healthy relationships of trust, and that he obtain counselling.

We do note that despite the narrowness of the committee’s scope, the penalty imposed on Dr. Hankey may have been effective. In the chronology of incidents included above, and assuming we have captured every incident of sexual misconduct on the part of Dr. Hankey (which may not be the case), incidents involving touching men ended in 1990 or 1991, around the time the committee did its work. Nevertheless, had it considered more fully all the evidence available to it, we query whether a heavier disciplinary sanction or the severing of his relationship with King’s altogether would have been more proportionate to the severity of his behaviour.

e) Favouritism to Men and Hostile Comments to Women

Aside from the incidents chronicled above, we heard of another aspect of Dr. Hankey's conduct at King's that we found troubling. We were consistently told that a person's experience with Dr. Hankey could be driven by their sex. On the one hand, interviewees described Dr. Hankey's favouritism towards male students. This included calling on male students more frequently in class and treating their responses to questions with more respect. Many interviewees also told us about the special attention that Dr. Hankey paid to certain favoured male students, commonly referred to as "the God squad."²¹ These students were often those who intended to enter the Anglican priesthood. They met with Dr. Hankey privately, and other students had the impression that Dr. Hankey assisted these students academically through scholarships and recommendations for admission to programs of further study. We were told that members of the "God squad" were almost exclusively male.

On the other hand, we were told that Dr. Hankey made comments about women that were disrespectful and misogynistic. For example, one former student recalled Dr. Hankey making comments to female students in lectures like, "Oh, that's very good for a woman," or, "I wouldn't have expected this from your kind of researcher." Another recalled him commenting that it was strange that there were so many women in university. A third former student said that Dr. Hankey used examples to illustrate philosophical concepts that were sexual and/or related to women's bodies. Many interviewees told us that Dr. Hankey treated women with disdain, as intellectual inferiors, or ignored them altogether. We heard from many interviewees about Dr. Hankey humiliating female students who

²¹ We were told that there were some female students in the "God squad," but it was largely male.

spoke up in his classes by aggressively criticizing their ideas. One particular instance of this is discussed in the “Bullying” section below.

f) Bullying

We are mindful of the fact that this report is not a referendum on Dr. Hankey’s character in general. However, we could not ignore the many interviewees who, unprompted, told us how they had witnessed or experienced bullying from Dr. Hankey. Their reports spanned the 1980s to the 2000s, and those affected were students, faculty, and staff. The behaviour described included yelling, insults, and physical intimidation. We include this information here, as we believe it is a necessary component of King’s coming to terms with the legacy of Dr. Hankey.

One former student told us that Dr. Hankey would make people cry in his class all the time. Another recalled that Dr. Hankey used profanity to “brow beat people” and that he was one of those guys who would “poke, poke, poke to see if they could push your buttons.” Another former student remembered an occasion when Dr. Hankey embarrassed a classmate in front of the whole class for coming in late, noting that this was something that no other professor would do. Another recalled a time in which she answered a question of his in class, and he responded with an “angry, aggressive, demeaning, you clearly had no understanding of the subject ... kind of thing.” Her experience was that he was “belittling, crushing, demeaning,” “crucifying [her] in front of everybody.” She told us that she wanted to “crawl out of the lecture hall and die.” Yet another student discovered that Dr. Hankey had called her “lazy and stupid” and predicted that she was going to fail, all behind her back.

These views were held by professional colleagues of Dr. Hankey as well. One told us that he had observed Dr. Hankey at a conference where he had “publicly humiliated and attacked people quite needlessly.” This interviewee

recalled a talk given by a young woman, in the Classics Department at Dalhousie, and that Dr. Hankey’s “behaviour to her was absolutely reprehensible.” The interviewee was embarrassed and ashamed. A former colleague recalled Dr. Hankey threatening to have him fired, as he had apparently done successfully to others. Another recalled her first in-person interaction with Dr. Hankey in which he insulted her by using a derogatory name, and also insulted her father in a similar way. This person also observed that Dr. Hankey was belligerent towards staff and had “ripped the food service person to shreds and made them cry.” Several interviewees told us that they had experienced Dr. Hankey to be physically intimidating – by using his size (he was a large man) to dominate the space.

g) Attempted Complaints against Dr. Hankey

We found there were instances when members of the King’s community attempted to alert it to the problematic aspects of Dr. Hankey’s behaviour, even though these incidents did not relate to potential abuse. On each occasion, potential complainants were actively dissuaded by senior colleagues in an administrative or leadership role to proceed against Dr. Hankey. No one seemed willing to take him on.

One faculty member recounted being new to the university in the 1990s and having his first encounter with Dr. Hankey. Dr. Hankey recognized him as a fresh hire and told him that he would get him fired in one year, like he had done to others. Dr. Hankey then walked off.

This man was so perturbed that he went to then President and told him that he had just been threatened in the hallway, by someone who he even didn’t know. He expected that the then President would do something. Instead, the then President told him that he would just have to “suck it up,” because that is what Dr. Hankey does. The man did not pursue this further, because he was on a tenure stream and, in his words, “had to be careful.”

In 1992, a former FYP student submitted a written complaint to the then-director of FYP about Dr. Hankey. In the complaint, the student stated that Dr. Hankey continually made sexist and lewd comments during his lectures. The student's complaint was included in the documentation related to Dr. Hankey that we received from King's. There was no documentation related to any steps taken in response to this complaint.

A second faculty member told us that she made a written complaint about Dr. Hankey in the late-1990s after Dr. Hankey yelled at her in a meeting in front of their colleagues. She noted that Dr. Hankey's conduct in this meeting was part of a pattern of belittlement towards her on the part of Dr. Hankey, which she perceived as misogynistic.

This faculty member submitted her complaint to the then Vice President. According to her, in a subsequent conversation, the then Vice President asked her if she would be willing to withdraw her complaint, and instead have him speak to Dr. Hankey to tell him to "back off." Being pre-tenure, this faculty member felt that she had no choice but to agree.

h) Dr. Hankey's Status Over the Years

Notwithstanding all of this, we were told by interviewees that Dr. Hankey's status within the university remained intact, and he continued to occupy a rarified and celebrated position within the university. Interviewees told us that he was a central figure at King's for decades and enjoyed an iconic status vis-à-vis the FYP in particular. This is borne out by the documents. He was promoted to the rank of full professor in 1996, and went on to serve as Chair of the Department of Classics at Dalhousie for many years. This culminated in 2015, when he retired from King's. He retirement from Dalhousie occurred two years later, but not before he organized a symposium on his work, and arranging to have his portrait painted, and

installed in the King's library. It hung there until October 2020, when the current President of King's arranged to take it down.

5. Accountability

Paragraph 10 of the Terms of Reference asks us to consider “King’s accountability for harms suffered by members of the King’s community as a result of matters within the scope of the Review.”

It is our view that King’s is accountable for the harms suffered by those whose experiences (in connection to King’s) we have documented in this report. Dr. Hankey abused students while he was a professor at King’s, and while those students attended King’s. His role as professor gave him access to these students and his conduct occurred at the King’s facilities²² – pools, residences, his rooms, and classrooms. This access was amplified during the years that he was a residence don.²³

This alone would allow us to conclude that King’s is accountable. However, that King’s did not sufficiently probe Dr. Hankey swimming naked with a child, held a limited committee hearing which did not connect all the available evidentiary dots that spoke to Dr. Hankey’s behaviour, and dissuaded individuals from complaining against him, heightens their responsibility for the damage that has been done.

²² We note that a number of incidents also occurred at Dalhousie facilities.

²³ Aside from the incidents that occurred in residence listed above, we heard one story that illustrated how liberal Dr. Hankey’s access was. One residence student told us that Hankey suddenly appeared in his room, unannounced, despite the fact the student had locked the door.

6. Recommendations

Our recommendations are simple and brief:

1. Final Call Out for Additional Information

What we have captured here may not be an exhaustive list of those people who were victimized by Dr. Hankey. It is possible that individuals have not identified themselves as part of this review because they thought they were alone in their experiences. Once this report is made available publicly, this dynamic may change. Therefore, we recommend that King's make a final call out for anyone who had an experience with Dr. Hankey (or knowledge of one) that they would like us to consider as part of this report and that they be asked to contact us within 30 days of the publication of this report. To the extent that we receive additional information that we believe should augment this report, an updated report would be prepared.

2. Making Amends to Individuals

This is the most pressing recommendation we have. We strongly believe that it is incumbent on King's to make amends to those men who were directly impacted by Dr. Hankey's abusive behaviour. In our view, this includes at a minimum, a private and personalized apology that acknowledges the harm done. Some men may also be entitled to financial compensation. They may have additional thoughts as to what the university needs to do to make amends, which we urge the university elicit and consider.

To the extent legal action has been commenced or contemplated, it should be settled. It is our view that litigating these issues will only cause more harm to all involved.

We are aware that this settlement may involve the university's insurers. We encourage them, as well as all counsel involved, to move as expeditiously and expansively as possible to ensure that legal disputes arising from matters described in this report are settled.

3. Public Apology

We recommend that King's publicly apologize for Dr. Hankey's behaviour, and the university's failures to address it. King's may wish to consult with the men to whom they privately apologize, as to the content of this public apology.

4. Contemporary Lessons of the Report

In our view, what happened should be entrenched into the institutional memory at King's, and should not be forgotten. In so doing, it should not be viewed as simply a painful part of King's history, that, with the passage of time, is not likely to repeat. As we described in our interim report, we heard that relationships between professors and students at King's are close and informal and that boundaries in the professor-student relationship are crossed at times. These sentiments echo the overarching theme of this report – the violation of appropriate boundaries between professor and student. We recommend that this report be used as a continuation of King's reflection and assessment of where those boundaries lie, and what role it has in the protection of students.

5. Structured Discussions, Reflection, and Support

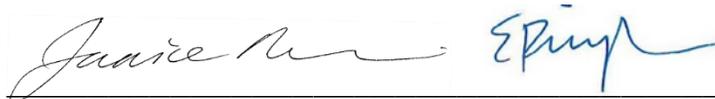
In our interim report, we recommended that King's put in place supports for the community to process this report and we understand that King's has done so. We hope that King's will make a particular effort to include alumni in these efforts, given that much of what is reported here, occurred to them.

We recognize that many members of the community will be shocked and disturbed to read this report. Some may feel ashamed. Many, we are sure, will want to better understand why this happened, the meaning that can be extracted from these events, and also the lessons learned for the future. We recommend that King's create a formalized process to consider these questions, and to engage in deep reflection about what has occurred.

7. Conclusion

We thank King's and its greater community for entrusting this project to us, and we hope that in the execution of our mandate, we have been able to shed light on a painful chapter in King's history in a meaningful way. We wish all those involved well as they continue to grapple with Dr. Hankey's complicated legacy.

Date: March 13, 2023



Per: Janice Rubin and Elizabeth Bingham
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