

EVENTS TIMELINE

2015–2019

- Memorandum of Understanding (MOU) between the Minister of Labour and Advanced Education and Nova Scotia universities outlines a commitment to develop polices, programs and activities that raise awareness about sexual violence over a period of four years (April 5, 2015-March 31, 2019). These will be developed with support from local and regional partners.

2016–18

- The University of King's College strikes a presidential advisory committee including students, staff, faculty, administrative representation and community experts to write King's Sexualized Violence Policy. As part of the development of the policy, community consultation is undertaken in October 2017 and October 2018.
- The inter-institutional Sexual Violence Prevention Committee (SVPC) created by agreement of the Department of Labour and Advanced Education and the universities and the Nova Scotia Community College releases its report titled [Changing the Culture of Acceptance: Recommendations to Address Sexual Violence on University Campuses](#) (2017). The report outlines 10 comprehensive and strategic recommendations around sexual violence prevention. With the release of this report, the SVPC mandate is fulfilled and the group disbands.
- A Provincial Sexual Violence Prevention Committee (PSVPC) is formed as a direct response to recommendation #9 in the Changing the Culture of Acceptance... report (2017). The PSVPC includes representatives from government (Dept. of Labour and Advanced Education, Dept. of Community Services, Dept. of Health and Wellness, Dept. of Justice and the Nova Scotia Advisory Council on the Status of Women), Nova Scotian universities (including faculty), the Nova Scotia Community College (NSCC), student groups, community-based organizations with expertise in sexual violence prevention and the RCMP.
- King's adopts its own Sexualized Violence, Awareness, Prevention and Response Policy (Sexualized Violence Policy), approved by the Board of Governors, and the University forms a Sexualized Violence Policy Implementation Advisory Committee, co-chaired by the Vice-President and the Dean of Students, to facilitate the policy's adoption.

2019

- King's hires Jordan Roberts to be its first Sexualized Violence Prevention and Response Officer, one of the first full-time officers hired in higher education in Nova Scotia. In the first three years of her role, Jordan delivers 51 events and workshops to students, faculty and staff.
- The PSVPC releases a report outlining 11 recommendations for the [Development of Survivor-Centric Sexual Violence Policies & Responses](#) (2019).

2019–2021

- Each academic year, the Nova Scotia Sexual Violence Prevention Grant funds the Sexualized Violence Policy Student Liaison, supervised by the Sexualized Violence Prevention and Response Officer (now the Sexual Health & Safety Officer). The student liaison helps work on initiatives related to the recommendations in the (2017) Changing the Culture of Acceptance... report and meets regularly with the Provincial Sexual Violence Prevention Coordinator. At King's the student liaisons help students to learn about and access King's Sexualized Violence policy. The liaisons also organize events including commemorations for the December 6, 1989, femicide at École Polytechnique, workshops on housing, informational workshops and events focused on sex positivity, consent culture, cybersex safety and receiving a disclosure.

2021

- King's Dean of Students Katie Merwin becomes co-chair of the PSVPC (2021).
- On February 1, 2021, Retired King's Professor Wayne Hankey is charged with a claim of historic sexual assault in residence on King's campus in 1988. In response to the charges laid against Professor Hankey and after consultations with the King's Students' Union, faculty representatives and the executives of the Alumni Association and Board of Governors, President Lahey commits to conduct an Independent Review to determine the facts and recommend an appropriate response in a way that is respectful of the criminal justice system and that will allow it to run its course. Professor Hankey later elects for trial by judge alone and the date for this trial is later set one year hence, for March 3, 2022.
- On March 4, 2021 President Lahey announces that Toronto lawyer Janice Rubin and her firm Rubin Thomlinson LLP have been appointed to conduct the Independent Review announced on February 1. The University publishes the Terms of Reference of the Independent Review, which state:

“In addition to determining the facts of the 1988 incident on a civil law standard and making recommendations based on those findings on actions that should be taken by the University in relation to that incident, the purpose of the Review is to make recommendations on: the learning King's should take from the matters within the scope of the Review; the measures King's should take to ensure King's is a safe community that supports the survivors and victims of sexual violence, and also responds effectively and accountably to sexualized violence in ways that are survivor/victim-centered.” (March 4) Chair of King's Board of Governors Douglas Ruck, QC, releases a statement on behalf of the Board in support of the President's leadership and the Independent Review process and stating the Board's commitment “to working with the President, the King's community, and Ms. Rubin in ensuring that this review is independent and complete.”

- On April 12, 2021, King's publishes a letter from Janice Rubin to ukings.ca, which is also sent by email to alumni, students, faculty and staff. In the letter, Ms. Rubin requests the assistance of the King's community and invites anyone with information relevant to the mandate of the review to contact her at the dedicated email address: ukings@rubinthomlinson.com.
- On April 13, 2021, Additional criminal charges are laid against Professor Hankey. Professor Hankey is charged with one count of sexual assault in relation to an incident in 1982 and one count of indecent assault relating to incidents that occurred between 1977 and 1979. In a message

to the community, President Lahey confirms that these new charges, as well as claims made in an April 9 Chronicle Herald article, fall within the scope of the Independent Review.

Trial dates for the charge dating to 1982 are later set for May 24 and June 23, 2022. A trial date for the charge dating from 1977-79 is set for June 6-10, 2022.

- On May 28, 2021, President of the King's Alumni Association Paul Thomson, BA'90, releases a statement on behalf of the Alumni Association Executive in support of President Lahey's leadership and the Independent Review process and encouraging those who may have relevant information to directly contact Rubin Thomlinson LLP.

2022

- With assistance from a Nova Scotia Sexual Violence Prevention Grant, Waves of Change Bystander Intervention Training workshops are offered to the King's community.
- A provincial subcommittee creates an online module for post-secondary institutions (PSIs) across the province to educate incoming students on preventing sexualized violence. "Consent and Respect at King's" is available on Brightspace, the University's online learning and course resource platform.
- King's fulfills all 11 recommendations outlined in the PSVPC's (2019) Development of Survivor- Centric Sexual Violence Policies & Responses report.
- The title of Sexualized Violence Prevention and Response Officer changes to Sexual Health & Safety Officer (SHSO) to reflect campus needs and feedback. (February 6) President Lahey confirms the University has been informed of the death of Professor Hankey. President Lahey states that the Independent Review will continue.
- On May 31, 2022, President Lahey, Vice-President Clift, Dean Merwin and SHSO Roberts release the Interim Report from Rubin Thomlinson LLP to the King's community. The Interim Report addresses the mandate of the Independent Review to recommend "the measures King's should take to ensure King's is a safe community that supports the survivors and victims of sexual violence, and also responds effectively and accountably to sexualized violence in ways that are survivor/victim-centered." The Interim Report recommends steps King's must take to ensure it provides a safe environment for all members of its community in accordance with the commitments it has made in its Sexualized Violence Policy. Prior to the Interim Report's release and before the end of the academic term, presentations on the provisional findings and recommendations to be included in the Interim Report are held with students, faculty, staff and the Board of Governors.
- On September 6, 2022, in response to the Interim Report, King's releases the Action Plan for a Culture of Consent & Respect: Response to the Rubin Thomlinson Interim Report and announces it expects to receive the Final Report in the fall term of 2022.

2023

- The work of the Sexualized Violence Policy Student Liaison shifts to focus on peer education.

- King's, Dalhousie University and Saint Mary's University hire a shared Education and Policy Consultant with expertise in gender-based violence. With funding from the provincial government, this role will work with respondents, people who cause harm and others who may need support navigating sexual and other relationships.
- Based at King's, a coordinator is hired with provincial funding to oversee the sector-wide delivery of Waves of Change Bystander Training workshops across all Nova Scotia post-secondary institutions.
- King's partners on a provincial pilot program to implement the Courage to Act toolkit in post-secondary institutions, focused on working with people who cause harm.
- Over 40 events, workshops, and orientations to develop understanding of the sexualized violence policy, as well as prevention and response, are offered during the fall term. Targeted groups include Orientation Week leaders, Residence Life staff, members of the Board of Governors and new faculty and staff.
- A Student Educator is hired by the SHSO for the 2022/23 academic year. The student hosts events and collaborates with peers in similar roles at post-secondary institutions across the province.
- Applied Suicide Intervention Skills Training (ASIST), the world's leading suicide intervention training program, is offered to all Residence Life staff and student leaders.
- Students are hired to create resources about accessing on- and off-campus mental health supports.
- The SHSO and Vice-President attend a workshop on how faculty can set healthy boundaries in the classroom, and the role of post-secondary institutions in student-instructor relationships.
- The Vice-President and program directors develop a discussion guide about student-instructor relationships.
- In collaboration with Mount Saint Vincent University, King's hires an [Auntie-in-Residence](#) to provide cultural, emotional, and spiritual support to Indigenous students.
- A new [2SLGBTQ+ Advisor](#) who supports students through one-on-one advising, group programming, and campus-wide educational events is introduced.
- Six outreach tables are hosted by the SHSO in partnership with the King's Students' Union (KSU) Residence Life, and at South House Sexual and Gender Resource Centre.
- A Mi'kmaw and Indigenous Advisory Council to advise on all matters regarding supports and resources directed toward Mi'kmaw and Indigenous members of the community holds its first meeting.
- The Student Support Advisor hosts a Mental Health Forum with the King's Students' Union.

- Faculty and staff are invited to a Mental Health 101: Responding to Students in Distress workshop hosted by Dalhousie.
- King's first full-time Accessibility Officer starts work.
- The [Final Report of the Independent Review of Accusations of Sexual Assault Against Wayne Hankey](#) (the Final Report) is received in March 2023. President Lahey delivers a public address to the community from Alumni Hall to respond to the Final Report. The [address](#) includes a public apology to those harmed by Dr. Wayne Hankey's abusive behaviour and for the university's failure to address that behavior. President Lahey also notes that he met with and personally apologized to the individuals who were directly harmed by Hankey's abusive behaviour and who accepted the invitation to meet.
- [King's Sexualized Violence, Awareness, Prevention and Response Policy](#) is updated.
- The training session Waves of Changes was adapted for a faculty and staff audience, with a pilot session held in August of 2023.
- Training on the Policy continues, with a presentation on the Policy shared with the Board of Governors, at regular departmental meetings, and with Chapel staff, in addition to all new faculty and staff receiving a training session on the Policy as part of their HR onboarding.
- *Statement of Principles: Cultivating Healthy Boundaries & Guidelines for Healthy Relationships with Students* is drafted by Vice-President Sarah Clift, in consultation with the teaching staff of all academic programs, the SVPIAC, Alumni Executive and the KSU. *Statement of Principles* was endorsed at a meeting of faculty held in May of 2023, and a commitment was made to review the document every two years. The Board of Governors endorsed *Statement of Principles* during its meeting in June of 2023, with a commitment to review the document annually.
- Training on the Policy and on sexualized violence is delivered to students in multiple ways during Orientation Week.
- On September 28, 2023, King's Board of Governors voted in favour of the five recommendations for the Policy, outlined in the Interim Report's Recommendation 10. The recommendations are reflected in the updated Policy.
- In November, Emily Pictou-Roberts who held the part-time role of Auntie-in-Residence transitions to the new, full-time role of Indigenous Support and Outreach Coordinator.