

THE ALBERTA TEACHERS' ASSOCIATION
REPORT OF THE HEARING COMMITTEE
OF THE PROFESSIONAL CONDUCT COMMITTEE
IN THE MATTER OF CHARGES OF UNPROFESSIONAL
CONDUCT AGAINST RONALD HANSEN

The hearing committee of the Professional Conduct Committee of the Alberta Teachers' Association reports that charges of unprofessional conduct laid against Ronald Hansen of [Location Redacted] were duly investigated in accordance with the *Teaching Profession Act*. The hearing was held in Barnett House, 110 10 142 Street NW, Edmonton, Alberta, Canada on Thursday, October 2, 2008 at 0900.

Professional Conduct Committee members present as the hearing committee were [REDACTED]

[REDACTED] presented the case against the investigated member. The investigated member, Hansen, was not present and was not represented by counsel.

CONSTITUTION/JURISDICTION

There was no objection to the composition or jurisdiction of the committee.

CHARGES AND PLEA

The following charges were read by the secretary to the hearing committee:

1. Ronald Hansen is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, on or about March 2006 to June 2006, engaged in an inappropriate teacher–student relationship with a student, [Name Redacted], thereby failing to treat the student with dignity and respect.
2. Ronald Hansen is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, on or about March 2006 to June 2006, engaged in an inappropriate teacher–student relationship with a student, [Name Redacted], thereby failing to maintain the honour and dignity of the profession.

The prosecuting officer requested that the charge be amended so that the name of the student be entered as [Name Redacted] rather than [Name Redacted]

The charge clearly identified the time frame and the fact that the victim was a student enrolled in Hansen's [Subject redacted] class. The change in name was minor and Hansen correctly identified the student in his submission. (Exhibit 1)

The committee determined the amendment was acceptable. Further, the committee determined that Hansen would not reasonably require additional time to prepare a defense in light of the amendment and therefore did not adjourn the proceeding. There would be no prejudice to Hansen in the opinion of the committee caused by allowing the amendment.

Hansen entered a plea of guilty to the charges by way of a written submission.

WITNESSES

The prosecuting officer called the following witnesses:

1. [Name Redacted], Superintendent, [School Division Redacted]
2. [Name Redacted], Principal, [School Redacted]
3. [Name Redacted], teacher, [School Redacted]
4. [Name Redacted]
5. [Name Redacted]

EXHIBITS FILED

Exhibit 1 Submission by Hansen to the secretary of the committee, dated August 31, 2008

Exhibit 2 Notice of hearing and Canada Post confirmation of delivery

Exhibit 3—Confirmation of membership, dated October 2, 2008

Exhibit 4 Binder of submissions with 15 tabs containing the following:

Tab 1 — Superintendent [Name Redacted] investigation report, dated May 2007

Tab 2 Psychological assessment of Hansen, contracted by Hansen's legal counsel, dated February 7, 2007 and prepared by [Name redacted], psychologist

Tab 3 — Assessment of Hansen's conduct, contracted by the [School Division Redacted], dated March 21, 2007, and prepared by [Name Redacted], associate professor,
Ontario Institute for Studies in Education of the University of Toronto

Tab 4 E-mail correspondence between [Name Redacted] and [Name Redacted], deputy superintendent of the [School Division Redacted], dated October 26 and 27, 2007

Tab 5 E-mail correspondence between [Name redacted] and Hansen, dated from July 4, 2006 to October 24, 2006

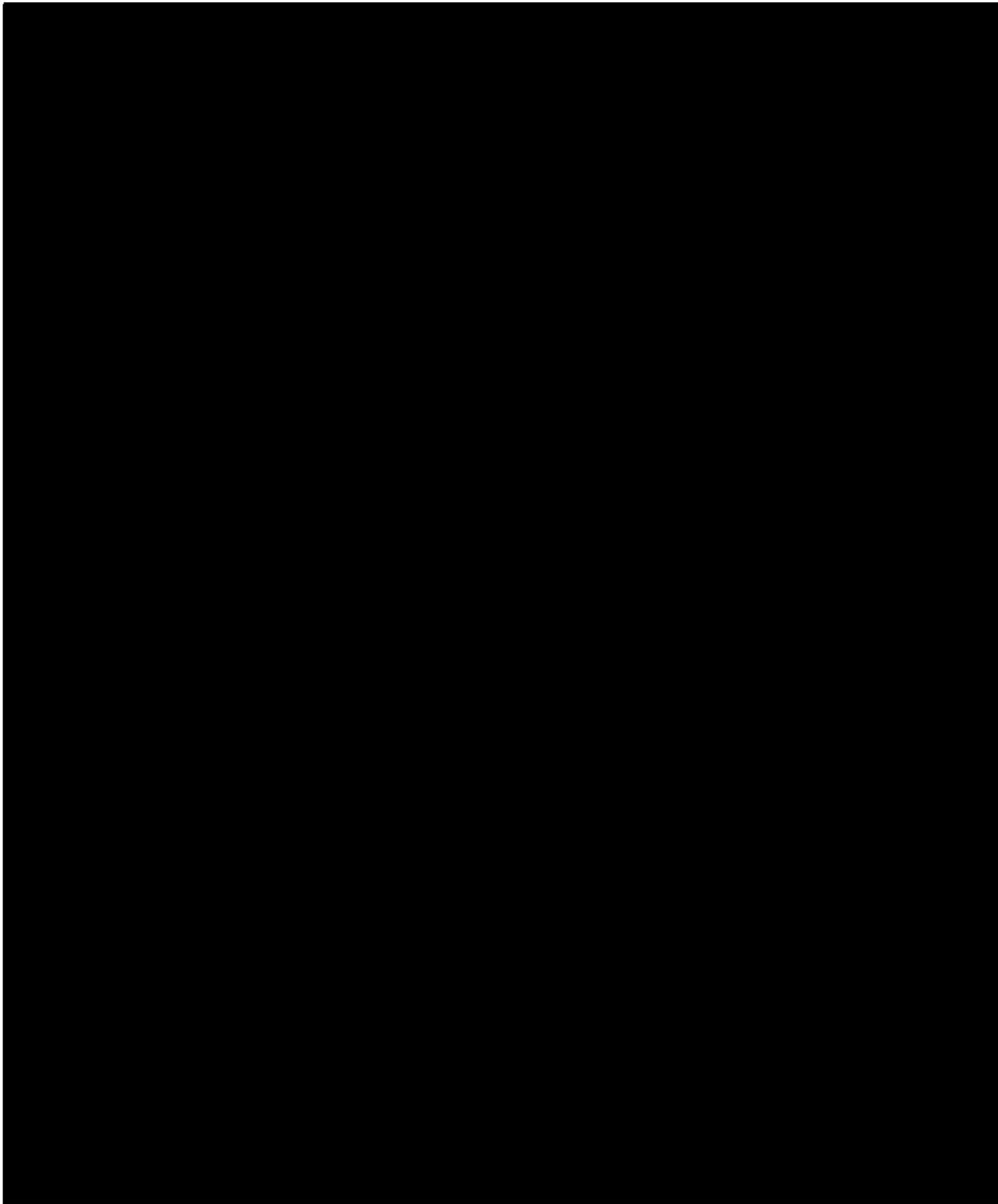
- Tab 6 — [Name Redacted] notes of meeting with [Name Redacted] on October 27, 2006
- Tab 7 — [Name Redacted] notes of meeting with [Name Redacted] on December 15, 2006
- Tab 8 — [Name Redacted] notes of meeting with [Name Redacted] on October 31, 2006 and of follow-up meetings with [Name Redacted] on October 31, 2006 and November 29, 2006
- Tab 9 — [Name Redacted] notes of meeting with [Name Redacted], school counselor, [School Redacted] on October 31, 2006
- Tab 10—[Name Redacted] notes of meeting with [Name Redacted] on December 21, 2006
- Tab 11—[Name Redacted] handwritten notes of meeting with Hansen, dated November only
- Tab 12—Hansen's statement to [Name Redacted], undated
- Tab 13—Hansen's statement titled [Name Redacted]--Thoughts and Questions, dated November 28, 2006
- Tab 14—Employee Acceptable Use of Technology Guidelines and Employee Acceptable Use Agreement, signed by Hansen February 17, 2005
- Tab 15—Photocopies of three greeting cards exchanged between Hansen and [Name Redacted]

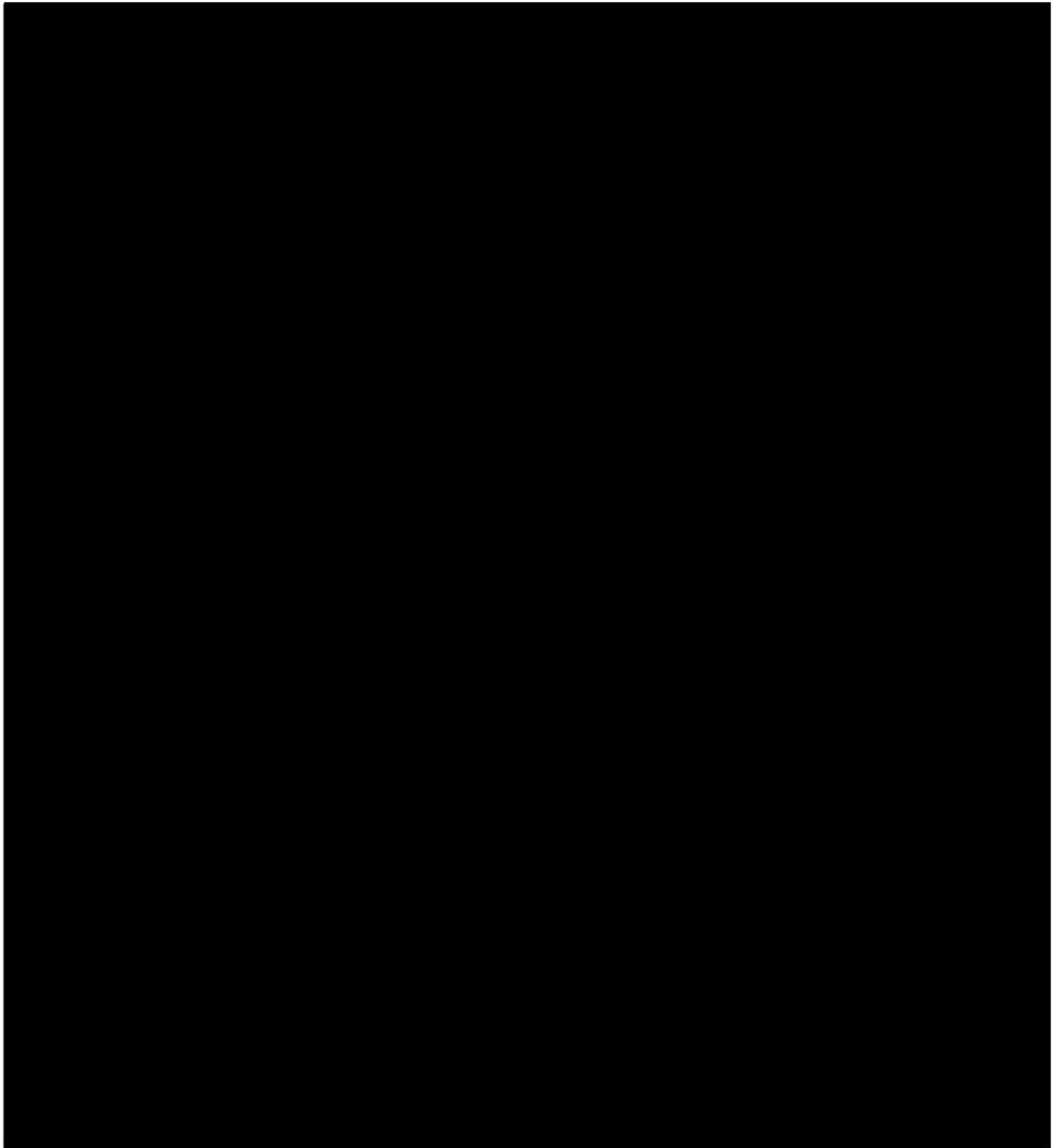
Exhibit 5—Originals of two of the greeting cards contained in tab 15.

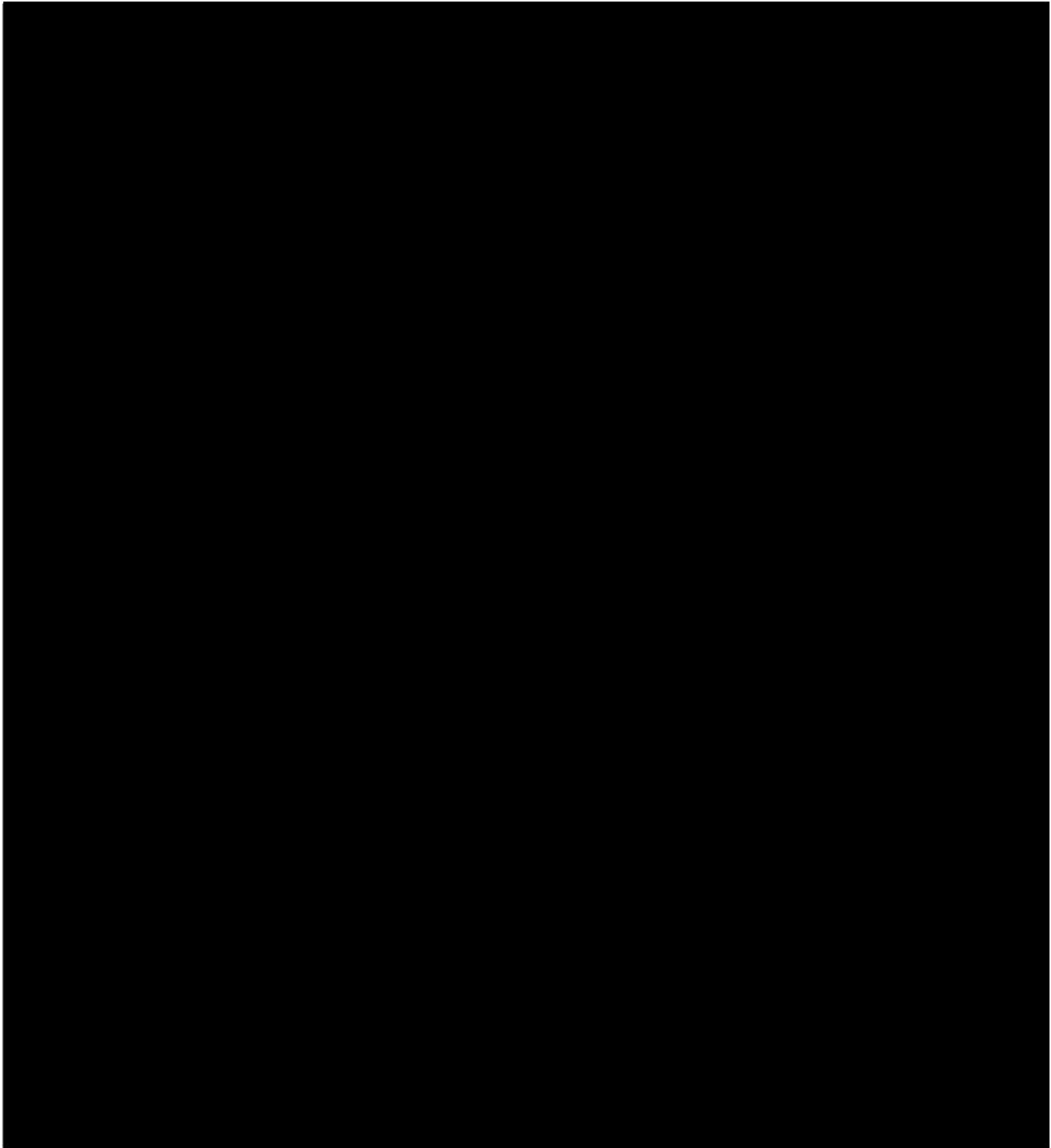
TESTIMONY OF WITNESSES

1. The testimony of [Name Redacted] can be summarized as follows:
 - a) [Name Redacted] is the current superintendent of schools for [School Division Redacted]
 - b) [Name Redacted] had no direct contact with Hansen prior to his [NameRedacted] investigation but was aware of Hansen as an excellent classroom teacher at [School Redacted]
 - c) [Name Redacted] first heard of parental concerns about an inappropriate relationship through a phone call from [Name Redacted]. The parent's concerns included changes in their [child's] behavior and in the parent/child relationship. The parent had found cards sent from Hansen.
 - d) On or about October 27, 2006, [Name Redacted] met with the parents in the morning and [Name Redacted] in the afternoon.
 - e) [Name Redacted] believed that [Name Redacted] was honest and forthright.
 - f) [Name Redacted] authorized pulling e-mails off the school district's system. Due to a technical issue, district e-mail correspondence records were limited to messages sent after June 30, 2006.
 - g) [Name Redacted] decided a full investigation was warranted.

- h) [Name Redacted] raised his concerns with Hansen but Hansen was not ready to discuss them.
- i) [Name Redacted] interviewed [Name Redacted], [Name Redacted], [Name Redacted], [Name Redacted] and [Name Redacted], an assistant principal at [School Redacted].
- j) Hansen went on sick leave and was no longer at work.
- k) When Hansen was well enough, [Name Redacted] met with Hansen and his counsel in November 2006.
- l) The district employed the services of an expert from Ontario because of [Name Redacted] concerns over the encounter apparently becoming more personal and sexual in tone. [Name Redacted] specifically requested the expert's opinion on whether Hansen's behavior was consistent with "grooming."
- m) [Name Redacted] identified Exhibit 4, Tab 1 as the summary of [Gender Redacted] investigation. [Gender Redacted] concluded that Hansen had engaged in inappropriate communication, that it began in class and continued into the next year, that the behavior was inappropriate and consistent with "grooming" and that there was evidence of increasing intimacy, sexual tone and physical contact.
- n) [Name Redacted] identified Exhibit 4, Tab 2 as a report provided by Hansen. [Name Redacted] challenged certain conclusions in the report. [Name Redacted] read excerpts from pages 5 and 6, quoting Hansen's version of events that occurred between February 2006 and October 2006 including
- "Holding [Gender Redacted] hand was over the line"
 - "Talking about [Gender redacted] body image was over the line"
 - "Talking about sexuality was over the line"
 - "I lost sight of my age and position" and
 - "It became too personal."
- [Name Redacted] expressed [Gender Redacted] belief that Hansen's [REDACTED] has never become aware of the whole story.
- o) [Name Redacted] identified Exhibit 4, Tab 3 as the expert report commissioned by the [School Division Redacted]
- p) [Name Redacted] identified Exhibit 4, tab 4 as an e-mail from [Name Redacted] to [Name Redacted] and confirmed that [Name Redacted] and [Name Redacted] conducted interviews together.
- q) [Name Redacted] identified Exhibit 4, Tab 5 as e mails from the school district's hard drive.





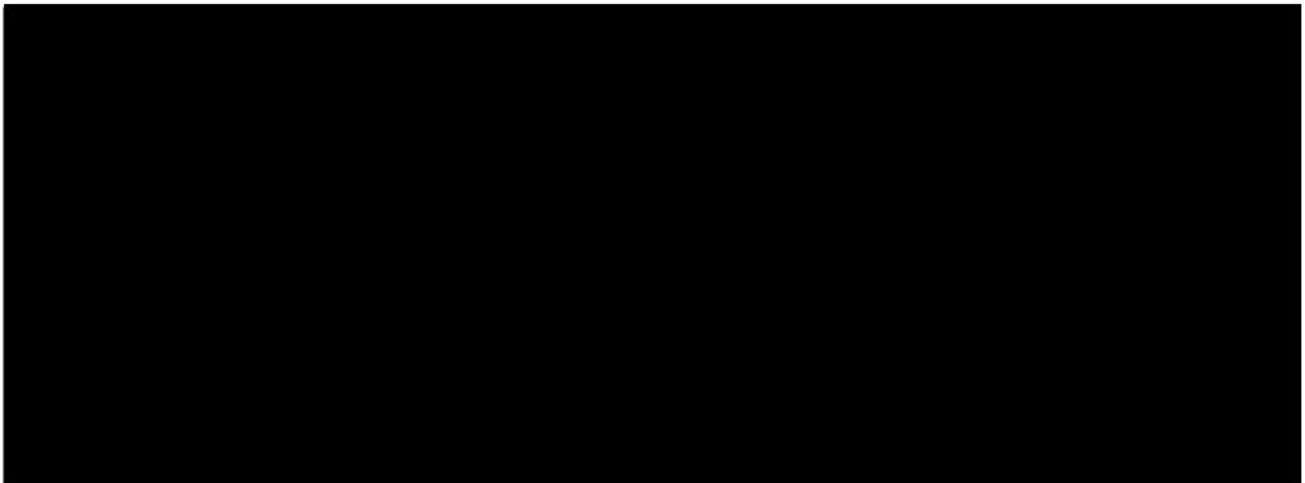
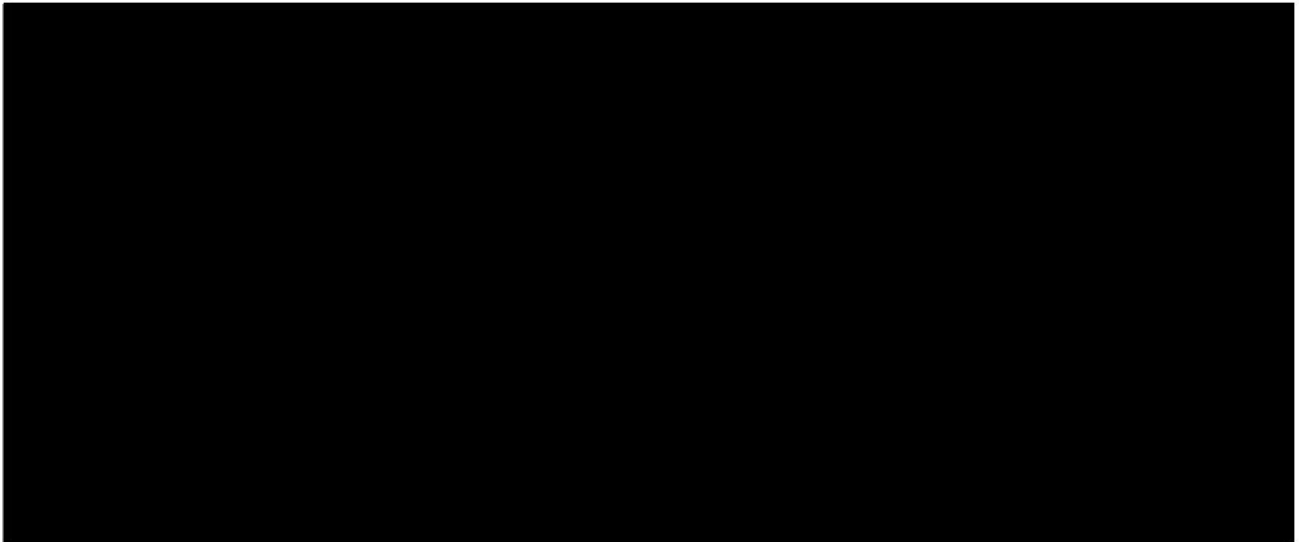


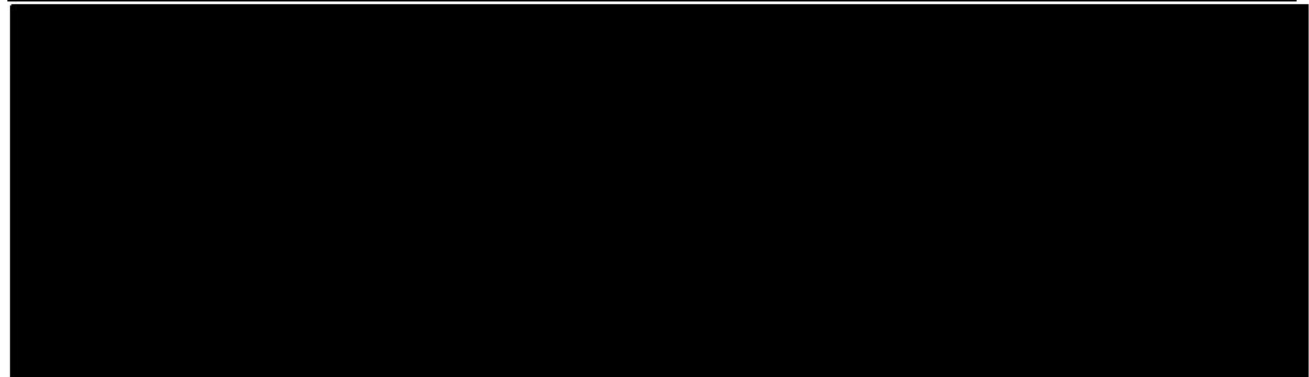
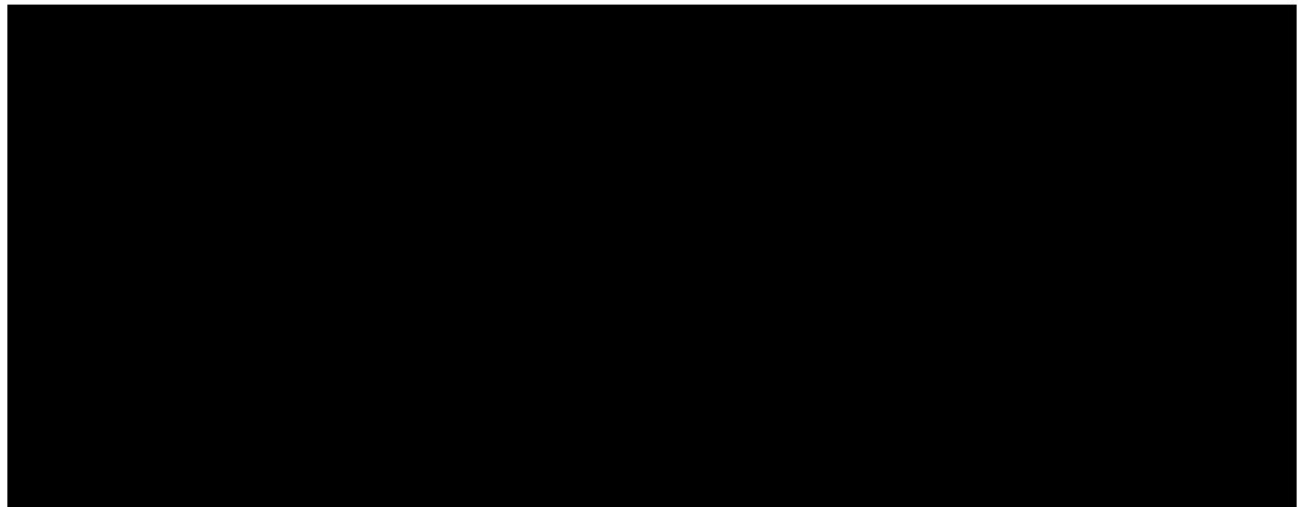
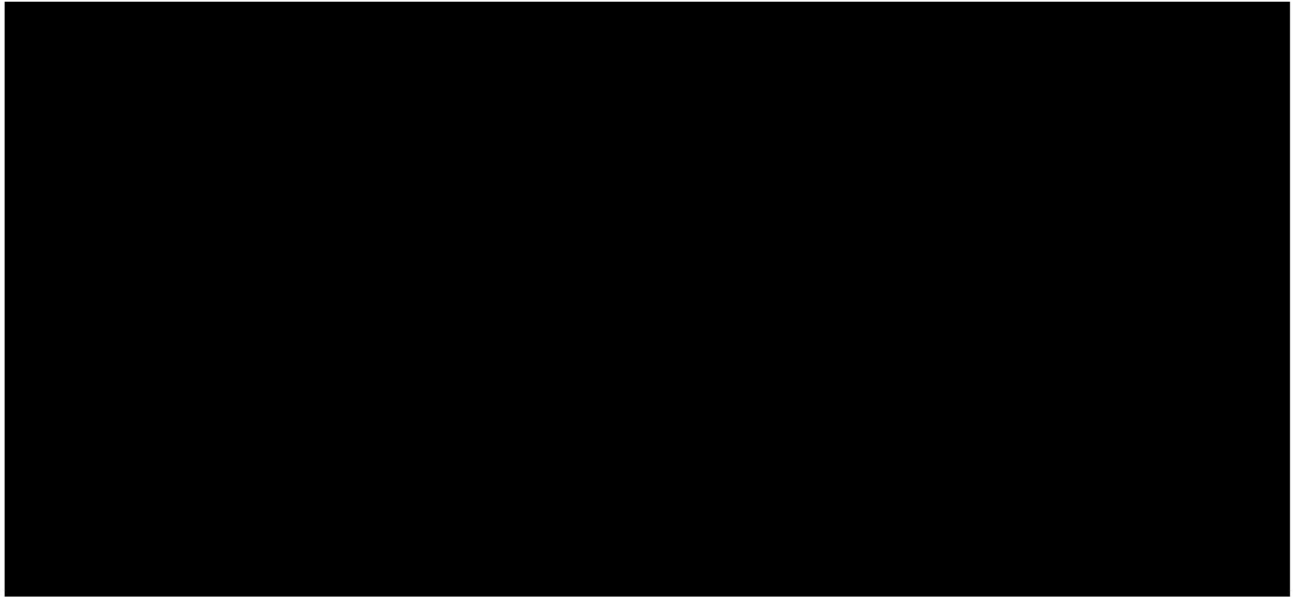
[REDACTED]

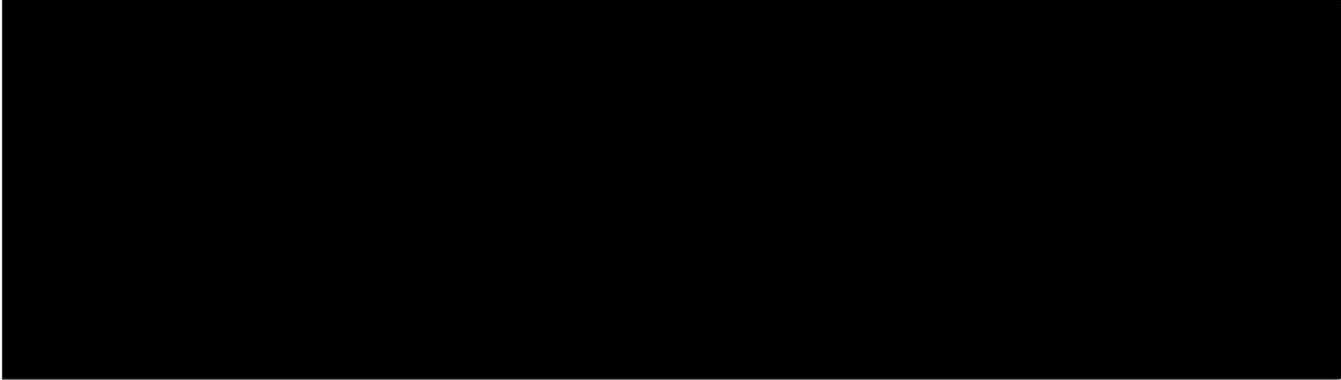
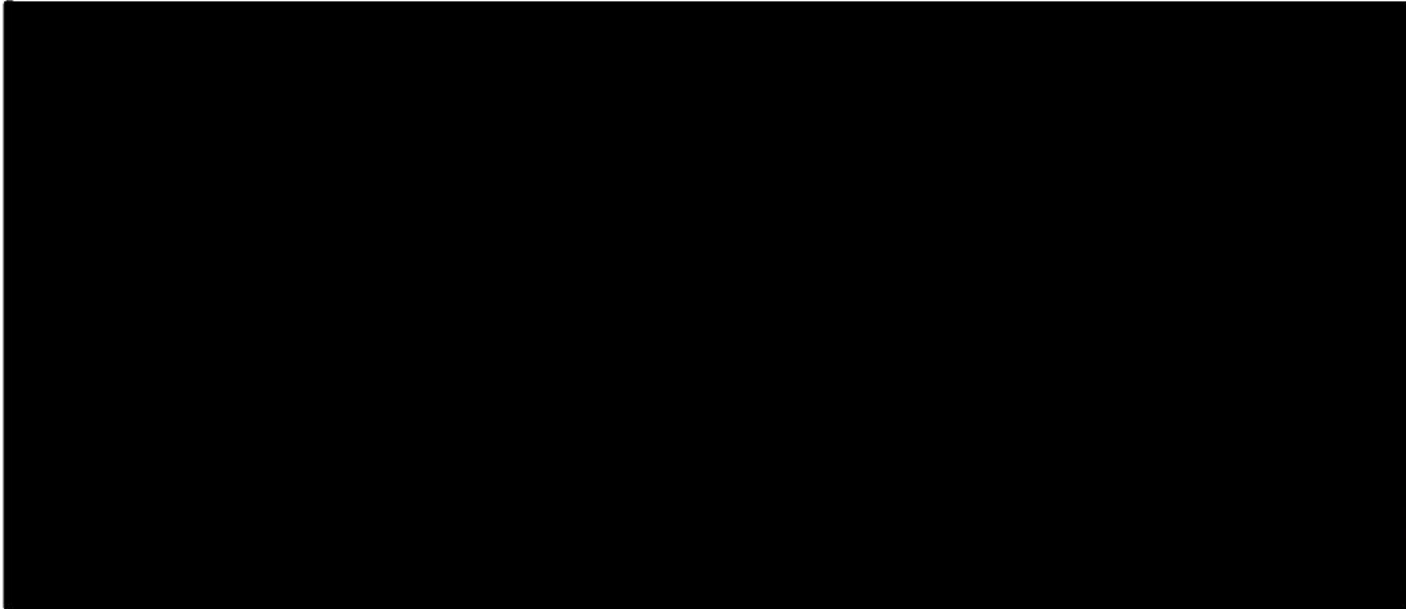
[REDACTED]

[REDACTED]

[REDACTED]







EVIDENCE ADDUCED

1. Hansen was a teacher for [School Division Redacted], [School Redacted], during the 2005/06 school year. Hansen was an experienced teacher with 28 years at the same school. Hansen was well regarded by his colleagues and his division.
(Exhibits 1, 3 and testimony)
2. Hansen pleaded guilty to the charges but also wrote, in his statement dated August 31, 2008, "I want to emphatically state that I deny, reject and resent the implication that my relationship with [Name Redacted] was 'romantic' or 'sexually motivated'." (Exhibit 1).

SUMMARY OF THE EVIDENCE ADDUCED

Hansen entered into a relationship with [Name Redacted] as a project student during the course of the school year. The relationship became inappropriate prior to the end of the school year. Hansen escalated the relationship over time. Hansen's behaviour was consistent with "grooming" which the committee understood to reflect a course of conduct designed to promote an increasingly personal relationship with ultimate sexual objectives. He discussed inappropriate topics of a personal and sexual nature with [Name Redacted], and initiated inappropriate physical contact with [Gender redacted]. He took advantage of a student well known by him to be vulnerable to satisfy his own personal needs. Hansen encouraged [Name Redacted] to keep the relationship secret and manipulated [Redacted] to maintain the relationship.

DECISION OF THE HEARING COMMITTEE

1. Charge 1 Guilty
2. Charge 2 Guilty

REASONS FOR DECISION

1. Hansen betrayed the trust that students, parents and the public have a right to expect of teachers, ie, that teachers will act in a manner which establishes and maintains a trust relationship between teachers and students.
2. Hansen created an inappropriate relationship with a student, a relationship that crossed acceptable professional boundaries.
3. Hansen violated the trust of a vulnerable student through both his actions and words.
4. Hansen purposefully engaged in sexually explicit conversations with a student.
5. Hansen purposefully engaged in behaviours that demonstrated increasingly sexual overtones with a student.

PENALTY

The hearing committee imposes the following penalties for both charges:

1. A recommendation to the minister of education to cancel Hansen's teaching certificate
2. A letter of severe reprimand
3. A declaration that Hansen is ineligible for membership in the Alberta Teachers' Association

REASONS FOR PENALTY

1. The actions of Hansen toward his student were inappropriate. Society has the right to expect that teachers will only form relationships that preserve the dignity and respect of students.
2. The hearing committee finds that this breach of trust on the part of Hansen caused harm to the student, the student's family, and the profession.
3. Regardless of what Hansen believes his personal motives may have been, in fostering the relationship with his student as he did, Hansen abused the authority and power inherent in his role as teacher.
4. Over the course of several months, Hansen's behaviour with this student was consistent with that of those who exploit children by fostering a sense of emotional dependency and then escalate to sexually explicit interactions between them.

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5. While Hansen pleaded guilty to the charges, the committee was left concerned that his denial, rejection and resentment of any implication that his relationship with [Name Redacted] was romantic or sexually motivated was, at worst, a deliberate attempt to mislead the committee or, at best, an indication that he is still deluding himself.

Dated at the City of Edmonton in the Province of Alberta, Friday, November 28, 2008

HEARING COMMITTEE OF THE
PROFESSIONAL CONDUCT COMMITTEE
OF THE ALBERTA TEACHERS' ASSOCIATION

