

**SUMMARY of the Decision of the Inquiries, Complaints and Reports Committee
(the Committee)**
(Information is available about the complaints process [here](#) and about the Committee [here](#))

**Dr. Kenneth Eldon James Thacker (CPSO #67927)
(the Respondent)**

INTRODUCTION

The College received information raising concerns about the Respondent's conduct. Specifically, a hospital employee reported that the Respondent gave her an unsolicited and unwanted kiss. Subsequently, the Committee approved the Registrar's appointment of investigators to conduct a broad review of the Respondent's practice.

COMMITTEE'S DECISION

A General Panel of the Committee considered this matter at its meeting of September 4, 2019. The Committee required the Respondent to attend at the College to be cautioned in person with respect to boundaries and professional behaviour. The Committee also directed staff to negotiate an undertaking with the Respondent and issued advice to the Respondent to complete the College's annual renewal form accurately.

COMMITTEE'S ANALYSIS

In his response to the College, the Respondent acknowledged that he did kiss the employee on the cheek. He indicated that it was an impulsive demonstration of affection, but it was not intended to be and was not sexual. He recognized that his actions were entirely inappropriate, and apologized.

At all times, physicians must act in a respectful and professional manner towards patients, colleagues, and others involved in the provision of health care. In the Committee's view, the Respondent's behaviour was inappropriate and constituted a boundary violation with a colleague. The Committee acknowledged that the Respondent has admitted to and recognized his inappropriate behaviour in this case.

In this case, the Respondent expressed his intention to take necessary steps to improve his practice, pursuant to an undertaking. The Committee was satisfied that an undertaking consisting of professional education in professional boundaries, through one-on-one instruction, would address the concerns identified in the College's investigation. In addition to accepting the Respondent's undertaking, the Committee determined that the appropriate disposition would be to require the Respondent to attend at the College to be cautioned in person with respect to boundaries and professional behaviour.

During this investigation, it was noted that the Respondent's responses on his Annual Renewal Forms for 2015 to 2018 did not list his privileges at the hospital between 2015 and 2017. The Committee accepted that the Respondent's failure to complete the annual renewal form accurately was an oversight. Questions on the annual renewal form are meant to capture complete and accurate information, and members should complete them as truthfully and comprehensively as possible. Therefore, the Committee advised the Respondent regarding this.