

**March 3, 2014**

To: The King's Community  
From: David Sylvester, Principal  
Re: Resolution of CAUT issue re. Ken Luckhardt

Dear Colleagues,

I am pleased to write to the King's community to confirm a very positive outcome to an issue that has lingered for over two years, in which the administration worked to uphold King's policy protecting a faculty member harassed by a former colleague.

I have recently received a written statement from Ken Luckhardt (a former P/T instructor) indicating that he "will cease making any more denigrating comments concerning, or directed towards, the complainant" (his former King's colleague). This commentary was determined by an independent investigator to violate King's policy on *Harassment & Discrimination*. In providing this written statement, Mr. Luckhardt has met the conditions placed upon him by King's and, consequently, the campus ban placed upon him in order to maintain a safe campus environment has been lifted.

This internal King's issue prompted a very public intervention by CAUT (the Canadian Association of University Teachers), which characterized this issue as one of academic freedom, not harassment, and threatened King's with institutional censure. CAUT has now confirmed that it will no longer seek censure of King's. Please find attached the letter that was sent to CAUT Friday, February 28<sup>th</sup>, prompting the resolution of this matter.

On behalf of the entire King's community, I would like to commend the members of the King's Faculty Association for supporting their membership in this difficult issue. KUCFA's clearly-reasoned, public responses to the CAUT intervention contributed significantly to upholding the integrity of our policies and, frankly, the reputation of King's.

Again, I am very pleased that we have brought closure to this issue.

Sincerely,  
David

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**David G. Sylvester, PhD** |Principal  
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519.433-3491 [office] ext 4300

**28 February 2014**

Dr. James Turk  
Executive Director, CAUT  
2705 promenade Queensview Drive  
Ottawa, Ontario K2B 8K2

Dear Dr. Turk:

I am writing to you to confirm that I have received Mr. Ken Luckhardt's February 27, 2014 written statement that he "will cease making any more denigrating comments concerning, or directed towards, the complainant" arising from the proceedings against him launched under the *Harassment and Discrimination Policy* of King's University College. I am pleased that he has now agreed to offer his assurance explicitly and without condition.

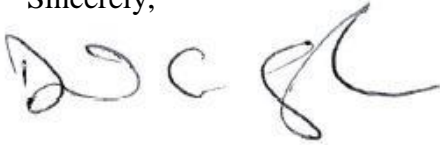
As you know from our earlier communications, the banning of Mr. Luckhardt from campus was not a disciplinary measure, but was necessitated by the provincially-legislated requirement to maintain a campus that is free from harassment and discrimination. The finding of harassment against Mr. Luckhardt by an external, professional, third-party investigator is a matter of record. Consequently, it was crucial that Mr. Luckhardt acknowledge the impact that his unwanted, gendered, personal and professional criticisms had upon the two female academic colleagues he singled out and, indeed, upon our entire campus community.

It is now clear to me from this most recent statement that Mr. Luckhardt does understand the implications of his correspondences. It is within this context that I accept Mr. Luckhardt's recent statement as satisfying the College's commitment to maintain a campus environment free from harassment and I agree to lift the campus ban against him, effective immediately.

Among many outcomes regarding this issue is a heightened understanding by our campus community and academic colleagues of the intersection of harassment policy and academic freedom. It is a topic that I expect will be taken up by our faculty in a public way, perhaps through a conference, in the not-too-distant future.

Please accept my thanks for assisting in the resolution of this matter. I would appreciate receiving confirmation about CAUT's process for the removal of censure. Like you, I look forward to bringing closure to any outstanding issues between our respective organizations.

Sincerely,

A handwritten signature in black ink, appearing to read 'D Sylvester', written in a cursive style.

David Sylvester, PhD  
Principal

CC Ken Luckhardt  
Peter Ibbott, Chair, KUCFA  
Kristin Lozanski, Chair KUCFA Women's Caucus  
Sauro Camiletti, Academic Dean, King's University College  
Wayne Peters, President, CAUT  
Len Findlay, Chair, CAUT Academic Freedom and Tenure Committee  
Janice Deakin, Provost and Vice-President Academic, Western University