



DISCIPLINE CASE SUMMARY

- a. Arthur Sidney Tindill (DOB: 1945.03.28)
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- b. Professional Misconduct and Conduct Unbecoming a Member.
- c. The hearing was held November 18-21, 1996, at the Pacific Palisades Hotel and in the boardroom of the College of Teachers Office. The report and recommendations of the hearing panel were presented to Council on April 3, 1997.
- d. The citation alleged that over various time periods between September, 1985 and June 1994 Dr. Tindill engaged in conduct which amounted to a pattern of abuse of power and discriminatory sexual harassment toward each of six individuals who were teachers administrators, or clerical staff in School District #36 (Surrey) in which Dr Tindill was an Assistant Superintendent of Schools.
- e. The hearing panel determined that Arthur Sidney Tindill had engaged in professional misconduct and conduct unbecoming a member of the College of Teachers in relation to each of the charges in the citation. His conduct did amount to abuse of power and discriminatory sexual harassment toward the six victims.

This case came to the College in the form of a complaint signed by six members of the College who either observed or were direct victims of Dr Tindill's harassment and abuse of power. These members believed that more than an employee-employer relationship was at issue, that a profession must ensure that women do not have to endure the behaviour they experienced or observed. They acted to protect both their profession and the public interest.

Dr Tindill's harassment and abuse of power were directed toward female administrators, teachers and clerical workers within the School District and took place over a period of nearly a decade. Many of the incidents took place in full view of the most senior administrators within the district leaving the victims feeling they had no one to whom they could turn to report Dr. Tindill. The district had no procedures to deal with sexual harassment.

The harassing behaviours included unwanted touching of the shoulders, neck, back, buttocks and jewellery of the women as well as kissing on the lips, licking the back of one victim's hand in a restaurant and putting his head in one victim's lap under a table at a district social event. Other behaviour included inappropriate comments (such as "I find you physically attractive and I would like to act on that"), frequent requests for an invitation to go to victims hotel rooms for drinks, telling very personal stories out of



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context (e.g. finding himself naked at the gym) and tuning in a pornographic movie at an administrators' social event.

The abuse of power included manipulating district rules about conference attendance in order to have one victim attend the same conference in San Francisco as Dr. Tindill, providing very negative references to victims who rejected his sexual advances and denigrating building and District Principals in front of teachers and senior administration.

Many of these behaviours were reported during the course of Dr. Tindill's last performance review in the Surrey School District. That review was a positive one and contained only the suggestion that Dr. Tindill "recognize some concerns in the area of interpersonal relations and continue to work towards improvement," the disclaimer that "These behaviours were not a constant feature of interpersonal style," and the contention that Dr. Tindill "...is working in a concerted way to address them [the behaviours]." After the finding of an independent investigator that Dr. Tindill had engaged repeatedly in sexual harassment and abuse of power he resigned from the Surrey School District and received an appointment as a school administrator elsewhere in B.C.

The panel considered that the behaviours engaged in by Dr. Tindill constituted a serious breach of the trust placed on members of the profession and found Arthur Sidney Tindill guilty of professional misconduct and conduct unbecoming a member.

- f. The panel unanimously recommended that Arthur Sidney Tindill's certificate of qualification be cancelled and his membership be terminated. Council approved this recommendation on April 3, 1997.