

IN THE MATTER OF THE *HEALTH PROFESSIONS ACT* RSBC 1996 c. 183

AND IN THE MATTER OF

**THE COLLEGE OF MASSAGE THERAPISTS
OF BRITISH COLUMBIA (“CMTBC”)**

AND

**GLENN KUKKEE
(the “Registrant”)**

CONSENT ORDER AND REASONS

Under s. 37.1 of the *Health Professions Act*

The Inquiry Committee of the CMTBC considered the Consent Order Proposal (the “Proposal”) submitted by the Registrant on October 4, 2020, concerning a complaint made to the CMTBC and two investigations by the Inquiry Committee, a copy of which Proposal is attached to this Order.

The Inquiry Committee noted the Registrant’s admissions as set out in the Proposal that:

11. ...

- a. In or about May 2014, the Registrant entered into a romantic and sexual relationship with patient [REDACTED] during the therapeutic relationship.
- b. In or about July 2016, he entered into a romantic and sexual relationship with patient [REDACTED] either during the therapeutic relationship or shortly after the therapeutic relationship ended, without allowing a sufficient “cooling off” period to elapse.
- c. On or about February 25, 2017, during a treatment of patient [REDACTED] the Registrant sexualized the treatment environment by engaging in inappropriate communications and/or failed to maintain appropriate patient-therapist boundaries, by flirting with the patient and asking her once in the treatment room and once by text within about 24 hours for a massage trade when the Registrant knew that [REDACTED] performed erotic massages.
- d. In or about May or June 2019, the Registrant created patient record entries relating to patient [REDACTED] in response to a request from CMTBC. These entries were not created contemporaneously with the dates indicated.
- e. In or about January or February 2020, the Registrant re-created entries from his records for [REDACTED] in order to provide them in response to a request from CMTBC. The Registrant misrepresented to CMTBC in writing that these record entries had been created within 48 hours of the sessions in question (the Registrant had dated the entries January 4, 2016 through May 10, 2018).

12. The Registrant admits that the conduct set out in each of paragraphs 11(a) to (e), above, amount to separate acts of professional misconduct and/or sexual misconduct.

After a review of the concerns identified in the College's investigations and the Registrant's admissions in the Proposal, as well as the disciplinary and remedial actions proposed, the Inquiry Committee decided to accept the Registrant's Proposal. The Inquiry Committee considered that the Registrant's conduct required both a punitive component and a remedial component, as well as an assurance of the Registrant's fitness to practice before the Registrant may return to the practice of massage therapy, in order to protect patient safety.

The Registrant's prior conduct history and admitted conduct warranted a significant suspension for the purposes of general and specific deterrence. The Inquiry Committee was prepared to accept that approximately eleven months of the suspension be served retroactively, given that the Registrant has totally abstained from the practice of massage therapy for approximately the past eleven months (as he has been unable to obtain professional liability insurance, a requirement for practicing registration with the College) and has been subject to conditions on his practice of massage therapy since October 3, 2018 pursuant to section 35(1) of the *Health Professions Act*.

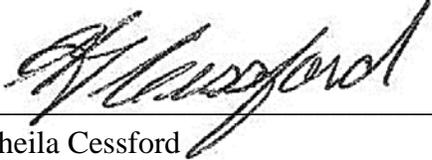
The Inquiry Committee therefore makes the following orders pursuant to s. 37.1 and 39 of the *Health Professions Act* that:

1. that the Registrant's registration with CMTBC is suspended from the date of this Order until:
 - i. a period of seventeen months has passed from the date of November 1, 2019; and
 - ii. he has undergone a psychological evaluation by a psychologist or psychiatrist selected by CMTBC, at CMTBC's cost, which has identified that the Registrant is fit to return to massage therapy practice and that the return to massage therapy practice by the Registrant would not pose an ongoing risk to female patients;
2. that the Registrant's registration with CMTBC is subject to the following limits and/or conditions:
 - iii. the Registrant must successfully complete the PROBE: Ethics and Boundaries Program – Canada, offered through CPEP, within 12 months of the date of this Order;
 - iv. the Registrant must successfully complete the course entitled Professional Boundaries and Ethics, offered through PBI Education, within 12 months of the date of this Order;
 - v. the Registrant must successfully recomplete CMTBC's online course on health care records, within 12 months of the date of this Order; and
 - vi. the Registrant must immediately provide CMTBC with his undertaking in writing to comply with sections 1 through 7 of the CMTBC standard of practice on boundaries; and
3. the Registrant shall not pay any costs of CMTBC with respect to its investigation or discipline of the Registrant in this matter.

This Consent Order is made this 7th day of October, 2020 by the Inquiry Committee:



Pamela Nonis, RMT, Vice Chair



Sheila Cessford



Cary Cowan, RMT



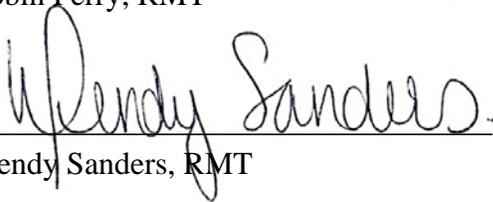
Lynne Harris



Jana Konkin, RMT



Robin Perry, RMT



Wendy Sanders, RMT