



— COLLEGE OF —
CHIROPRACTORS
— OF ALBERTA —

Chiropractor: Dr. James Baker (CCOA File #23-16)

Date and Time: October 19, 20 & 21, 2026, commencing at 9:00am MST

Location: Virtual

Charges:

1. On or about dates to be determined, you made sexual or otherwise inappropriate comments to female employees of the Baker Chiropractic Clinic in Red Deer, Alberta (the “Clinic”) including:
 - a) Comments about women’s breasts;
 - b) Comments about women’s buttocks;
 - c) Comments about Employee A eating a banana;
 - d) Comments about Employee B and her husband having a “raunchy night” or words to that effect after Employee B complained of a sore back;
 - e) Comments that Employee C’s “breasts are nice” or words to that effect;
 - f) Comments to Employee D about your girlfriend’s menstrual pains, menstrual flow, how her nipples hurt and/or the frequency of your sexual activity with your girlfriend while she was menstruating;
 - g) Comments about their menstrual pain; and/or
 - h) Comments that March 14 was “Valentines Day and blow job day” for men.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i) and/or (xii) of the Act.

2. On or about dates to be determined, you showed sexual or otherwise inappropriate videos, social media posts and/or memes to Clinic employees at the Clinic.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i) and/or (xii) of the Act.

3. On or about dates to be determined, in performing “root chakra” acupuncture to Employee A between her anus and vagina you engaged in sexual abuse or sexual misconduct as defined in the Act towards Employee A.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i) and/or (xii) and/or sexual abuse as defined in section 1(nn.1) of the Act or sexual misconduct as defined in section 1(nn.2) of the Act, including breaching the CCOA’s Standard of Practice 6.6 – Sexual Abuse or breaching the CCOA’s Standard of Practice 6.7 – Sexual Misconduct.

4. On or about dates to be determined, in performing hypnotherapy on Employee A you engaged in sexual abuse or sexual misconduct towards Employee A including one or more of the following:



- a) Instructing Employee A to take off her clothes before commencing hypnotherapy;
- b) Instructing Employee A to put on an eye mask before commencing hypnotherapy;
- c) Instructing Employee A to stand in front of a mirror and “shed her skin” or words to that effect before commencing hypnotherapy;
- d) Admonishing Employee A for not removing her bra and panties;
- e) Tying Employee A’s wrists and legs to the treatment table she was laying on;
- f) Performing hypnotherapy on Employee A when she was only wearing a bra and panties;
- g) Performing hypnotherapy on Employee A without any draping; and/or
- h) On a subsequent date after the events described above, asking Employee A why she did not remove her bra and panties.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i), (ii) and/or (xii) and/or sexual abuse as defined in section 1(nn.1) of the *Act* or sexual misconduct as defined in section 1(nn.2) of the *Act* including breaching the CCOA’s Standard of Practice 6.6 – Sexual Abuse or breaching the CCOA’s Standard of Practice 6.7 – Sexual Misconduct.

5. On or about dates to be determined, in performing acupuncture and/or chiropractic treatment on Employee E you engaged in sexual abuse or sexual misconduct as defined in the *Act* including:
- a) Your hands would touch Employee E’s buttocks, vagina and/or breasts;
 - b) Inappropriately moving Employee E’s underwear; and/or
 - c) Placing acupuncture needles without any or any reasonable clinical purpose.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i), (ii) and/or (xii) and/or sexual abuse as defined in section 1(nn.1) of the *Act* or sexual misconduct as defined in section 1(nn.2) of the *Act* including breaching the CCOA’s Standard of Practice 6.6 – Sexual Abuse or breaching the CCOA’s Standard of Practice 6.7 – Sexual Misconduct.

6. On or about dates to be determined, in performing “root chakra” acupuncture to Employee E between her anus and vagina you engaged in sexual abuse or sexual misconduct as defined in the *Act* towards Employee E including:
- a) Before providing root chakra acupuncture, instructing Employee E to completely undress; and/or
 - b) Before providing root chakra, instructing Employee E to put her legs up as if she was having a PAP smear.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i), (ii) and/or (xii) and/or sexual abuse as defined in section 1(nn.1) of the *Act* or sexual misconduct as defined in section 1(nn.2) of the *Act* including breaching the CCOA’s Standard of Practice 6.6 – Sexual Abuse or breaching the CCOA’s Standard of Practice 6.7 – Sexual Misconduct.



7. On or about dates to be determined, in performing hypnotherapy on Employee E you engaged in sexual misconduct towards Employee E including one or more of the following including:

- a) Encouraging Employee E to explain her sexual history;
- b) Encouraging Employee E to make noises or groans; and/or
- c) Encouraging Employee E to explain her prior sexual assault in inappropriate and/or sexualized terms.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i), (ii) and/or (xii) and/or sexual misconduct as defined in section 1(nn.2) of the Act including breaching the CCOA's Standard of Practice 6.7 – Sexual Misconduct.

8. On or about dates to be determined, you failed to chart and/or appropriately chart the treatment you provided to Employee A, Employee B, Employee C, Employee D and/or Employee E.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i), (ii) and/or (xii) including breaching the CCOA's Standard of Practice 5.1 – Record Keeping Requirements.

9. On or about dates to be determined and during treatment with Employee E, you advised Employee E to insert her fingers into her vagina to massage the muscles internally and/or offered to perform the aforesaid massage on her:

- a) Without any or any reasonable clinical purpose; and/or
- b) When that advice was outside your scope of practice and/or competency; and/or
- c) You failed to document your advice to Employee E and/or you failed to document your clinical rationale for providing this advice.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i), (ii) and/or (xii) and/or section 1(1)(nn.2) including breaching the College's Standard of Practice 5.1 – Record Keeping Requirements, College Standard of Practice 5.2 – Clinical Relevance of Treatment Recommendations, Standard of Practice 6.7 – Sexual Misconduct, Standard of Practice 4.0 – Provision of Professional Services, Standard of Practice 4.1 – Scope of Practice for Chiropractors, Standard of Practice 4.8 – Gynecological and Urological Examinations and/or College Code of Ethics section A4 – Competence, Consultation and Referral.

10. On or about dated to be determined, you provided treatment to Employee A, Employee B, Employee C, Employee D and/or Employee E, without any and/or without any appropriate clinical reason.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i), (ii) and/or (xii) including breaching the CCOA's Standard of Practice 5.2 – Clinical Relevance of Treatment Recommendations, Standard of Practice 4.0 – Provision of Professional Services, Standard of Practice 4.1 – Scope of Practice for Chiropractors and/or CCOA Code of Ethics Section A4 – Competence, Consultation and Referral.



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11. On or about dates to be determined, you provided treatment to Employee A, Employee B, Employee C, Employee D and/or Employee E without obtaining any and/or any appropriate patient consent.

All of which constitutes unprofessional conduct for the purposes of section 1(1)(pp)(i), (ii) and/or (xii) including breaching the CCOA's Standard of Practice 3.1 – Informed Consent.

Although open to the public, the Hearing Tribunal can close a portion or all of the Hearing at any time. When this occurs, all those who are registered to attend will be asked to leave.

To reserve your seat, please contact CCOA's Hearings Director at hearingsdirector@theccoa.ca.

Please note that this schedule is subject to change.