



**IN THE MATTER OF THE *TEACHERS ACT*, SBC 2011 c. 19**

**AND**

**IN THE MATTER CONCERNING**

**DOUGLAS ANDREW BARNIM**



**SUMMARY OF CONSENT RESOLUTION AGREEMENT**

*This summary is published under section 54(3) of the Teachers Act to protect the identity of a student who was harmed, abused or exploited by the Teacher.*

1. Barnim held a Basic Certificate of Qualification. It was issued by the Director of Certification (the “Director”) under the *Teachers Act* on September 5, 2012, and was valid from September 5, 2012.
2. Barnim holds a valid Professional Certificate of Qualification. It was issued by the Director of Certification under the *Teachers Act* on July 25, 2017, and is valid from July 1, 2017.
3. At all material times, Barnim was employed as a secondary school teacher by an independent school in British Columbia (the “School”).
4. On July 4, 2022, the School principal made a report to the Commissioner about Barnim, under section 7 of the *Independent School Act*.
5. The following events occurred during the 2018/2019 school year:
  - a. While at the School, Barnim had been Student A’s teacher and coach while Student A was a minor.
  - b. Barnim sent a number of inappropriate text messages to Student A after Student A had graduated which violated acceptable professional boundaries with a recent graduate. These messages included the following:
    - i. telling Student A that Student A had been his favourite student.

- ii. making comments about other students in Student A's graduating class.
    - iii. telling Student A that he hoped that they could remain in touch.
    - iv. telling Student A that he and Student A were now friends and would be friends for life.
    - v. giving advice to Student A about dating and making comments about topics related to sex.
    - vi. telling Student A that being underage has never stopped anyone from going to the pub.
  - c. The messages set out at paragraphs 5(b)(iv)-(vi) made Student A very uncomfortable.
- 6. On December 2, 2019, the School issued Barnim a letter of discipline in respect of the conduct described at paragraph 5(b) above and directed him to complete the course, *Reinforcing Respectful Professional Boundaries* through the Justice Institute of B.C. Barnim completed the course in March 2021.
- 7. On June 27, 2022, the School terminated Barnim's employment effective immediately. Barnim's termination was not for cause.
- 8. On October 20, 2023, Barnim entered into a consent resolution agreement with the Commissioner, in which Barnim admitted that the conduct set out in paragraph 5 above constitutes professional misconduct under section 63 of the *Teachers Act* and is contrary to Standard #1 of the *Professional Standards for BC Educators* (June 2019).
- 9. In the consent resolution agreement, Barnim agreed to a one-month suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*.
- 10. In determining that a one-month suspension is an appropriate consequence, the Commissioner considered the following factor:
  - a. Barnim's conduct showed a lack of understanding of appropriate professional boundaries.
- 11. Barnim agreed that he will not make any statement orally or in writing which contradicts, disputes or calls into question the terms of the consent resolution agreement or the admissions made in it.