



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

SHADRICK PETER CAIN

[REDACTED]

CONSENT RESOLUTION AGREEMENT

BETWEEN:

THE COMMISSIONER, APPOINTED UNDER THE *TEACHERS ACT*
(the “Commissioner”)

AND:

SHADRICK PETER CAIN
(“Cain”)

BACKGROUND and FACTS

1. Cain holds a valid Professional Certificate of Qualification, No. [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on September 1, 1998, is valid from February 1, 2012, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Cain was employed as a secondary school teacher by School District No. 61 (Greater Victoria) (the “District”) at a District school (the “School”).
3. On September 20, 2023, the District made a report to the Commissioner regarding Cain, under section 16 of the *School Act*.
4. The following events occurred when Cain was teaching at the School:
 - a. Student A was a Grade 10 student in the 2021/2022 school year. During that school year, Cain made unnecessary and unwelcome physical contact with Student A.

Specifically, Cain touched Student A's shoulder on two occasions and on three occasions, approached Student A from behind when Student A was in the library, and leaned over Student A to look at Student A's work. In doing so, Cain's face was within six inches of Student A's.

- b. When Student A was in Grade 11 in the 2022/2023 school year, Cain made unnecessary and unwelcome physical contact with Student A. Specifically, Cain gave Student A at least four side hugs, once rubbed Student A's shoulders when Student A was in the library, and once approached Student A in the library, putting his face within one foot of Student A's, while giving Student A a side hug and rubbing Student A's upper arm. Student A reported feeling extremely uncomfortable as a result of Cain's conduct.
 - c. Student B was a Grade 10 student in 2022/2023 school year. In mid-April 2023, Cain made unnecessary and unwelcome physical contact with Student B when he touched Student B's waist while walking past Student B. On another occasion in April 2023, Cain approached Student B who was standing with other teachers, put his arm around Student B and said: "are they bothering you?". Also in April 2023, Cain approached Student B in the library and gave Student B a side hug, telling Student B: "I am proud of you for being in class more often". Student B reported feeling extremely uncomfortable as a result of Cain's conduct.
5. On June 26, 2023, the District issued Cain a letter of discipline in respect of the conduct set out at paragraph 4 above and suspended him for five days without pay. In that letter, the District advised Cain that he was expected to "cease and desist physically touching or side hugging students". Additionally, he was advised that "when interacting and communicating with students [he was to] be professional and treat all with respect and dignity". He was also reminded of his responsibility to ensure a respectful learning environment. Cain served the suspension from June 26 to June 30, 2023, inclusive.
6. The following events occurred on September 6, 2023, when Cain was teaching two Grade 10 English classes at the School:
 - a. Cain was discussing his expectations in class, and specifically regarding homophobia, which he said would not be tolerated. In the course of this discussion, Cain made the following comments:
 - Cain said that if a student said "you f-ing f-a-g" in class, that student would be told that this language was not permissible. If the student were to continue, then they would be removed from the class, and be expected to write a note of apology. If a student said this to another student, Cain would attempt to mediate the situation.

- Cain told the students: “I shouldn’t be telling you this, but I’m attracted to silky long hair, short women and big butts,” while making a round motion with his hands.
 - Cain talked about the feeling he gets when he is attracted to someone, which he described as sweat and butterflies.
 - Cain then said that “you could be walking down the street, and you see an attractive person from behind, and it turns out it’s not a woman, but your friend Bill...he’s really hot but that doesn’t make me gay.”
 - Cain also told students that they should ask for the phone numbers of people they are interested in because “you never know.”
- b. Three students reported feeling so uncomfortable as a result of Cain’s comments that they withdrew from his class.
7. On November 24, 2023, the District issued Cain a letter of discipline in respect of the conduct set out at paragraph 6 above and required him to work with his peers to develop a more inclusive and safe lesson plan on transgender issues. The District also required Cain to attend a boundaries course. Cain attended the BCTF Professional Boundaries Workshop on February 29, 2024.
8. The District had previously issued Cain letter of discipline as follows:
- a. On January 25, 2022, the District issued Cain a letter of discipline. The allegations giving rise to the letter of discipline included the following: Cain had used pet names for female students; had hugged students on multiple occasions; and had discussed his personal life in class. In that letter, the District advised Cain of its expectation that “when interacting and communicating with students and staff [Cain is to be] professional and to treat all with respect and dignity.”
9. On January 31, 2024, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
10. On November 29, 2024, the Commissioner considered this matter and determined to propose a consent resolution agreement to Cain, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

11. This Agreement is made under section 53 of the *Teachers Act*.
12. Cain understands and acknowledges that this Agreement is not effective until executed by the Commissioner, and that the date of execution by the Commissioner will be the effective date of this Agreement (the “Effective Date”).
13. Cain admits that the facts set out in paragraphs 1 to 8 of this Agreement are true.
14. Cain admits that the conduct described in paragraphs 4 and 6 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.
15. Cain agrees to a three-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from October 14, 2025 to October 16, 2025, inclusive.
16. Cain also agrees under section 64(f) and (h) that by **March 31, 2025** (the “Condition Date”), he will successfully complete the course, *Reinforcing Respectful Professional Boundaries* through the Justice Institute (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date. Cain completed the Course in March 2025.
17. In determining that a three-day suspension and course requirement are appropriate consequences, the Commissioner considered the following factors:
 - a. Cain did not create a positive classroom environment.
 - b. Cain caused emotional distress to a student with his sexualized conduct.
 - c. Cain was not role modeling behaviour expected of a certificate holder.
 - d. Cain engaged in repeated inappropriate conduct.
18. Cain agrees not to make any statement orally or in writing which contradicts, disputes, or calls into question the terms of this Agreement or the admissions made in it.

EFFECT OF THE AGREEMENT

19. The Director will record the terms of this Agreement on the online registry of the Ministry of Education and Child Care, under section 79(d) of the *Teachers Act*.
20. Cain acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement, in full, on the following website:

<https://teacherregulation.gov.bc.ca>

21. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
22. A breach by Cain of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
23. Cain acknowledges and understands that if the Commissioner has reason to believe that he has breached any term of this Agreement:
 - a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into his/her conduct; and
 - b. the conduct and matters described in the “Background and Facts” to this Agreement are admissible in that inquiry as proof that Cain has admitted to the conduct and matters set out in this Agreement.
24. Cain acknowledges that he has voluntarily entered into this Agreement with the benefit of independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Victoria, B.C.
this 01 day of October, 2025.


Shadrick Peter Cain

Signed in Vancouver, B.C.
this 2nd day of October, 2025.


Donnaree Nygard, Commissioner