



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

AND

IN THE MATTER CONCERNING

DONALD JOSEPH CAMOZZI



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

DONALD JOSEPH CAMOZZI  
(“Camozzi”)

**BACKGROUND and FACTS**

1. Camozzi 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 June 3, 1991, is valid from January 1, 1988, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Camozzi was employed as a teacher teaching on call (“TOC”) by School District No. 36 Surrey (the “District”) at a District school (the “School”).
3. On January 6, 2023, the District made a report to the Commissioner regarding Camozzi, under section 16 of the *School Act*.
4. The following events occurred on November 1, 2022:
  - a. Camozzi was a TOC for a Grade 10 class at the School. Student A, who wears a hijab, was one of the students in the class.

- b. Camozzi asked Student A if they had gone trick or treating, to which Student A replied that they did not celebrate Halloween. Camozzi responded by saying: “that’s a nice Halloween costume, mine is better than yours”, referencing his shirt and tie. Student A responded by saying that it was not a Halloween costume. Camozzi said again that his costume was better than Student A’s, while pointing towards Student A’s head and hijab. This was done in front of Student A’s classmates.
  - c. Student A told Camozzi to stop as it was not funny. A classmate, Student B, said they thought it was funny which prompted Camozzi to say: “Student B finds it funny.”
  - d. Word of this incident spread in the School and was being discussed by students in another class.
5. On December 14, 2022, the District issued Camozzi a letter of discipline. The District also recommended that Camozzi seek cultural sensitivity training available through the STA and the BCTF. To date, Camozzi has not completed this training.
  6. Camozzi had been previously advised by the District, in December 2021, to be thoughtful in his comments, references and general interactions with students.
  7. On March 15, 2023, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
  8. On October 31, 2023, the Commissioner considered this matter and determined to propose a consent resolution agreement to Camozzi, in accordance with section 53(1)(a) of the *Teachers Act*.

## CONSEQUENCES

9. This Agreement is made under section 53 of the *Teachers Act*.
10. Camozzi 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”).
11. Camozzi admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
12. Camozzi admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.
13. Camozzi agrees to a reprimand under sections 53 and 64(a) of the *Teachers Act*, which will

take effect on the first business day following the Effective Date.

14. Camozzi further agrees under section 64(f) and (h) of the *Teachers Act* that by **August 31, 2024** (the “Condition Date”):
  - a. He will successfully complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
  - b. If Camozzi does not successfully complete the Course by the Condition Date, he will immediately advise the Commissioner in writing of the reason(s) he has not successfully completed it and set out the date by which he proposes to do so, at which time the Commissioner may extend the Condition Date to a later date (the “Extended Date”).
  - c. If Camozzi fails to provide satisfactory proof of completion of the Course by the later of the Condition Date or the Extended Date, the Commissioner may require the Director of Certification (“the Director”) to suspend Camozzi’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
15. In determining that a reprimand and course condition are appropriate consequences, the Commissioner considered the following factors:
  - a. Camozzi failed to respect and value diversity in the classroom and failed to appreciate the importance and connection of cultural sensitivity to the development of students.
  - b. Camozzi failed to be a proper role model and uphold the diversity, equity and inclusion objectives of the District.
  - c. Camozzi’s conduct had a negative impact on both the student whose hijab he mocked, those present and those who later learned of his conduct.
  - d. Camozzi has engaged in similar conduct in the past and he has still not completed the District’s recommended cultural sensitivity course through the STA and the BCTF.
16. Camozzi 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**

- 17. 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*.
- 18. Camozzi 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>
- 19. A breach by Camozzi of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
- 20. Camozzi 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 conduct; and
  - b. the conduct and matters described in the “Background and Facts” to this Agreement are admissible in that inquiry as proof that Camozzi has admitted to the conduct and matters set out in this Agreement.
- 21. Camozzi acknowledges that he has voluntarily entered into this Agreement after being advised of his right to obtain independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Port Coquitlam, B.C.  
this 5th day of FEB, 2024.

  
Donald Joseph Camozzi

Signed in Coquitlam, B.C.  
this 7th day of February, 2024.

  
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Ana R. Mohammed, Commissioner