



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

AND

IN THE MATTER CONCERNING
ERIK RICKARD LEANDER CHADSEY
[REDACTED]
CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

ERIK RICKARD LEANDER CHADSEY
(“Chadsey”)

BACKGROUND and FACTS

1. Chadsey held a Professional Certification, No. [REDACTED], issued by the Ministry of Education on July 27, 1987, and valid from September 1, 1987.
2. Chadsey 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, 1996, is valid from January 1, 1988, and was continued under the *Teachers Act* as of January 9, 2012.
3. On April 2, 2021, Chadsey relinquished his certificate of qualification, effective immediately.
4. At all material times, Chadsey was employed as a secondary school teacher by School District No. 33 (Chilliwack) (the “District”) at a District school (the “School”).

5. On April 20, 2021, the District made a report to the Commissioner regarding Chadsey, under section 16 of the *School Act*.
6. Between 2017 and 2019, the following events occurred when Chadsey was teaching at the School:
 - a. Chadsey would ask his class a “question of the day” which would open the door to discussions. Two such questions related to first kisses and breaking up with a partner. While students were not required to answer these questions, some students reported feeling pressured to do so given that the activity was occurring in class. At least one student, in answering the question of the day, went into detail about their sexual encounters. Chadsey did nothing to stop this student from sharing this information with their peers. Chadsey did sometimes ask students to elaborate on the stories which they told.
 - b. Chadsey would occasionally share age-inappropriate stories or information with his students or use age-inappropriate language in discussions with them.
 - c. Chadsey would occasionally comment that two students would make a good couple. If students liked each other then they could ask to be seated together.
 - d. Chadsey showed students in one of his classes two videos: one called “How to Tell if You’re a Basic Bitch” and another called “How to Tell if You’re a Basic Bro”. Some students found the movie, “How to Tell if You’re a Basic Bitch”, demeaning towards women.
 - e. Chadsey mimicked foreign accents in front of his students to dramatize stories, including Asian accents, despite having ESL students from Asia in his classes.
 - f. On one occasion, Chadsey mimicked physical ticks and stutters in front of his students.
 - g. Chadsey told his class that he could not tell certain stories or imitate accents anymore as people found this offensive.
7. On three occasions between the summer of 1988 and the summer of 1993, Chadsey had physical encounters with recently graduated female students.
8. On March 15, 2021, Chadsey retired from the District, effective March 31, 2021.

9. The District had previously raised concerns with Chadsey as follows:
 - a. On January 26, 2007, the District issued Chadsey a letter of expectation reminding Chadsey of the District's expectations that he not engage in discussion with students about intimate personal matters or matters of a sexual nature.
 - b. On February 10, 2020, the District issued Chadsey a letter of expectation reminding Chadsey of the District's expectations that he keep his communication with students professional and directing him to complete a course on maintaining professional boundaries.
10. On June 25, 2021, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
11. On April 26, 2022, the Commissioner considered this matter and determined to propose a consent resolution agreement to Chadsey, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

12. This Agreement is made under section 53 and section 43 of the *Teachers Act*.
13. Chadsey 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").
14. Chadsey admits that the facts set out in paragraphs 1 to 11 of this Agreement are true.
15. Chadsey admits that the conduct described in paragraph 6 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012 and Standard #1 of the *Professional Standards for BC Educators*, June 2019. Chadsey further admits that the conduct in paragraph 7 of this Agreement constitutes professional misconduct.
16. Chadsey agrees that for a period of ten years from the Effective Date, he will not apply for, and understands the Director of Certification (the "Director") will be required not to issue to him, a certificate of qualification, an independent school teaching certificate or any other authorization to teach in the kindergarten to grade 12 education system under section 64(g) of the *Teachers Act*, or any successor legislation.

17. In determining that a ten-year ban on reapplication is an appropriate consequence, the Commissioner considered the following factors:
 - a. Chadsey used his position of trust as a teacher to inappropriately engage with recently graduated female students.
 - b. Chadsey had a pattern of failing to maintain professional boundaries with students.
 - c. Chadsey failed to treat students equitably with acceptance, dignity and respect and failed to show adequate care for students' mental and emotional wellbeing.
18. Chadsey 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. Chadsey 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: www.teacherregulation.gov.bc.ca.
20. If Chadsey applies for a certificate of qualification, an independent school teaching certificate, or other authorization to teach in the kindergarten to grade twelve education system after expiry of the period set out in paragraph 16, it is agreed, without limiting any other power of the Director to determine Chadsey's fitness and suitability to be granted a certificate of qualification, independent school teaching certificate or letter of permission, that the Director may consider:
 - a. the facts set out and admitted in this Agreement;
 - b. any document or other evidence gathered or prepared by the Branch in any investigation of this matter; and
 - c. any evidence of breach by Chadsey of one or more terms of this Agreement.

21. Chadsey 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 Chilliwack, B.C.
this 23 day of May, 2023.



Erik Rickard Leander  Chadsey

Signed in Vancouver, B.C.
this 23rd day of May, 2023.

A handwritten signature in cursive script, appearing to read "Ana R. Mohammed".

Ana R. Mohammed, Commissioner