



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

ELIZABETH ALAINE COUSAR

██████████-01

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

ELIZABETH ALAINE COUSAR
(“Cousar”)

BACKGROUND and FACTS

1. Cousar holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on January 26, 2009, is valid from January 1, 2009, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Cousar was employed as a high school teacher by School District No. 34 (Abbotsford) (the “District”) at a school in the District (the “School”).
3. On September 7, 2023, the District made a report to the Commissioner regarding Cousar, under section 16 of the *School Act*.
4. On February 1, 2023 the following events occurred while Cousar was teaching her Grade 12 Contemporary Indigenous Studies class:

- a. Students were giving presentations to the rest of the class. Cousar had told the class several times that the audience needed to be quiet for the presentations.
 - b. Student A was in the audience. Cousar was sitting behind Student A. Student A was talking to another student during the presentations.
 - c. Cousar contacted Student A on the upper back with two empty paper file folders. The force of contact was strong enough to make a sound heard by the other students but did not cause any bodily injury.
5. On March 3, 2023, the District issued a Letter of Warning to Cousar, setting out its concerns as a result of the incident.
 6. On November 22, 2023, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
 7. On July 12, 2024 the Commissioner considered this matter and determined to propose a consent resolution agreement to Cousar, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

8. This Agreement is made under section 53 of the *Teachers Act*.
9. Cousar 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”).
10. Cousar admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
11. Cousar 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.
12. Cousar 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.
13. Cousar agrees under section 64(f) and (h) of the *Teachers Act* that by September 5, 2025 (the “Condition Date”):
 - a. She 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 Cousar does not successfully complete the Course by the Condition Date, she will immediately advise the Commissioner in writing of the reason(s) she has not successfully completed it and set out the date by which she proposes to do so, at which time the Commissioner may extend the Condition Date to a later date (the “Extended Date”).
 - c. If Cousar 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 to suspend Cousar’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as she successfully completes the Course.
- 14. In determining that a reprimand is an appropriate consequence, the Commissioner considered the following factors:
 - a. Cousar failed to model appropriate behaviour expected of an educator.
 - b. Cousar’s actions jeopardized the physical and emotional safety of students in her class.
- 15. Cousar 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

- 16. The Director of Certification 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*.
- 17. Cousar 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>
- 18. A breach by Cousar of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
- 19. Cousar acknowledges and understands that if the Commissioner has reason to believe that she has breached any term of this Agreement:
 - a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into 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 Cousar has admitted to the conduct and matters set out in this Agreement.

20. Cousar acknowledges that she has voluntarily entered into this Agreement with the benefit of independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in Vancouver, B.C.
this 23 day of July, 2025.



Elizabeth Alaine Cousar

Signed in New Westminster, B.C.
this 24th day of July, 2025.

A handwritten signature in cursive script, appearing to read "Donnaree Nygard".

Donnaree Nygard, Acting Commissioner