



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

RYAN ANDY HARDATH DUBÉ



CONSENT RESOLUTION AGREEMENT

BETWEEN:

THE COMMISSIONER, APPOINTED UNDER THE *TEACHERS ACT*

(the “Commissioner”)

AND:

RYAN ANDY HARDATH DUBÉ

(“DUBÉ”)

BACKGROUND and FACTS

1. Dubé 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 May 24, 2002, is valid from September 1, 2002, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Dubé was employed as a vice principal by School District No. 62 (Sooke) (the “District”) at a school in the District (the “School”).
3. On March 19, 2024, the District made a report to the Commissioner regarding Dubé, under section 16 of the *School Act*.
4. On January 19, 2024, the following events occurred:
 - a. At approximately 1:40 pm, Dubé responded to a request from a colleague to remove from the premises a youth who was not a student at the School (the “Youth”) and

who was not authorized to be in the School.

- b. Dubé reported to the second-floor landing of the School where another vice principal was engaging with the Youth and walking the Youth towards the stairs.
 - c. Dubé engaged with the Youth and initiated inappropriate physical contact, including aggressively pushing the Youth from behind.
 - d. The Youth was escorted from the School by Dubé and his vice principal colleague without further challenges.
5. On March 15, 2024, the District disciplined Dubé by requiring him to serve a three-day unpaid suspension, complete the course *De-Escalating Hostility* offered by the Justice Institute of BC, review the Professional Standards for BC Educators, and review Board policy C-309 *District and School Codes of Conduct*. Dubé served the suspension from March 18 to March 20, 2024, inclusive and completed the required course on April 10, 2025.
 6. On June 6, 2024, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
 7. On February 6, 2025, the Commissioner considered this matter and determined to propose a consent resolution agreement to Dubé, 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. Dubé 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. Dubé admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
11. Dubé admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standard #2 of the *Professional Standards for BC Educators*, June 2019.
12. Dubé agrees to a one-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, on September 19, 2025.
13. In determining that a suspension is an appropriate consequence, the Commissioner considered the following factors:

- a. It is a mitigating factor that Dubé showed concern for student and staff safety.
 - b. By initiating inappropriate physical contact, Dubé failed to role model appropriate behaviour.
14. Dubé 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

15. 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*.
16. Dubé 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>
17. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
18. A breach by Dubé of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
19. Dubé 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 Dubé has admitted to the conduct and matters set out in this Agreement.

20. Dubé 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 13 day of August, 2025



Ryan Andy Hardath Dubé

Signed in New Westminster, B.C.
this 19th day of August, 2025.



Donnaree Nygard, Acting Commissioner