



BRITISH COLUMBIA  
COMMISSIONER FOR  
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

TODD ERIN GRAHAM



**SUMMARY OF CONSENT RESOLUTION AGREEMENT**

*This summary is published under section 54(3) of the Teachers Act to protect the identity of students who were harmed, abused or exploited by the Teacher.*

1. Graham 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 November 7, 2000, is valid from September 1, 2000, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Graham was employed as a secondary school teacher by a School District in the interior of B.C. (the “District”).

**[REDACTED]: Matter 1**

3. On March 6, 2024, the District made a report to the Commissioner about Graham, under section 16 of the *School Act*. This has been designated Matter 1.
4. The following events occurred in the 2022/20223 school year, when Graham was teaching at the School:
  - a. Graham singled out Student A, a diverse learner, in front of Student A’s classmates, describing Student A using an unflattering term.
  - b. Graham singled out Student B, an Indigenous student, in front of Student B’s classmates, in a manner which was demeaning to Student B specifically and to Indigenous peoples generally.

5. On February 16, 2024, the District issued Graham a letter of discipline in respect of the conduct described in paragraph 4 above and required him to complete the following courses online: Four Seasons of Reconciliation through the First Nations University of Canada and the San'Yas Indigenous Cultural Safety Training Program. Graham completed the Four Seasons of Reconciliation course in February 2024.

**: Matter 2**

6. On August 29, 2024, the District made a report to the Commissioner regarding Graham, under section 16 of the *School Act*. This has been designated Matter 2.
7. The following events occurred between September and December 2022 when Graham was teaching a fitness and conditioning class at the School called Human Performance 12:
  - a. Students A, B and C were Grade 11 students in this class.
  - b. During the first class, Graham separated the girls from the boys for a meeting. In that meeting, Graham told the girls that he was “not a pedophile” but that he might have to “grab them” to show them proper form or to spot them. Graham then told them that he had no attraction to them as he was 52 and they were 15. The students reported feeling uncomfortable following this meeting.
  - c. Graham would periodically touch students to help them with their form or identify muscle groups they were working. Some female students reported feeling uncomfortable as a result. For example, when Student A was lying on a bench, performing a bench press, Graham touched the side of Student A’s chest and said “can you feel that”, referring to the muscle group Student A was working. Once when Student B was using the squat rack, Graham pushed Student B’s hips while Student B did a squat repetition.
  - d. One day, as Student C was using the leg press machine, Graham gave a compliment about her legs. Student C reported feeling uncomfortable with Graham’s remark.
8. On January 16, 2023, the District issued Graham a letter of discipline in respect of the conduct described at paragraph 7 above. The District also required Graham to attend a boundaries course through the District’s Teachers Association.
9. On May 15, 2024, the Commissioner ordered an investigation into Matter 1 under section 47(1) of the *Teachers Act*.
10. On October 11, 2024, the Acting Commissioner combined Matter 1 and Matter 2.

11. On June 19, 2025, Graham entered into a consent resolution agreement with the Acting Commissioner, in respect of Matter 1 and Matter 2, in which Graham admitted that the conduct set out in paragraphs 4 and 7 constitutes professional misconduct under section 63 of the *Teachers Act* and is contrary to Standards #1 and #9 of the *Professional Standards for BC Educators* (June 2019).
12. In the consent resolution agreement, Graham agreed to a one-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. Graham also agreed under sections 64(f) and (h) of the *Teachers Act*, to complete the course, *Reinforcing Respectful Professional Boundaries*, through the Justice Institute of B.C., by September 5, 2025.
13. In determining that a one-day suspension and course requirement are appropriate consequences, the Commissioner considered the following factors:
  - a. Graham failed to create a positive learning environment or to model appropriate behaviour.
  - b. Graham's conduct adversely impacted students.
  - c. Graham's word choices and comments were contrary to Standard #9 which requires teachers to respect and value the history of First Nations, Inuit and Metis in Canada and to contribute toward truth, reconciliation and healing. Graham's actions harmed the First Nations students in his class and did not contribute towards truth, reconciliation and healing.
  - d. Graham failed to respect appropriate boundaries, making students feel uncomfortable.
14. Graham agreed that he will not make any statement orally or in writing which contradicts, disputes or calls into question the terms of the consent resolution agreement or the admissions made in it.