



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

AND

IN THE MATTER CONCERNING

DORI WALDENE HANNIBAL

[REDACTED]

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

DORI WALDENE HANNIBAL
(“Hannibal”)

BACKGROUND and FACTS

1. Hannibal holds a valid Professional Certificate of Qualification [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on November 3, 1995, is valid from September 1, 1995, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Hannibal was employed as an elementary school teacher by School District No. 43 (Coquitlam) (the “District”) at a school in the District (the “School”).
3. On October 17, 2019, the District made a report to the Commissioner regarding Hannibal, under section 16 of the *School Act*.
4. On June 18, 2019, while at the School, a member of the Parent Advisory Committee came to speak to Hannibal about a school-related matter. After this initial discussion, Hannibal spoke to this person about the Parent Advisory Committee meeting that night and gave her

two pamphlets to hand out. These pamphlets were published by Parents United Canada and included the statement “Stop SOGI 123”, which refers to policy and curriculum related to sexual orientation and gender identity that includes a focus on valuing diversity and respecting differences and the topics of human rights and responses to discrimination.

5. When Hannibal spoke with the member of the Parent Advisory Committee, she also made inflammatory statements about the content and nature of SOGI policy and curriculum, including that it is harmful to students.
6. On October 15, 2019, the District disciplined Hannibal for this conduct and other conduct occurring during its investigation, by suspending her without pay for 15 days.
7. On December 6, 2019, the Commissioner considered this matter and determined to propose a consent resolution agreement to Hannibal, 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. Hannibal 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. Hannibal admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
11. Hannibal admits that the conduct described in paragraphs 4 and 5 of this Agreement constitutes professional misconduct and is contrary to Standard #2 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
12. Hannibal agrees to a one day suspension of her certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, on September 24, 2020.

13. Hannibal further agrees under section 64(f) and (h) of the *Teachers Act* that by April 30, 2021 (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 Hannibal 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 Hannibal 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 Hannibal’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 suspension and course are appropriate consequences, the Commissioner considered the following factors:
 - a. Hannibal’s conduct occurred at the School in respect of a school-related matter;
 - b. Hannibal’s statements about SOGI and her conduct in giving the pamphlets to a member of the Parent Advisory Committee were contrary to the policy of the District and the Ministry of Education.
15. Hannibal 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 Ministry of Education’s online registry under section 79(d) of the *Teachers Act*.
17. Hannibal 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.
18. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.

19. A breach by Hannibal of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
20. Hannibal 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 Hannibal has admitted to the conduct and matters set out in this Agreement.
21. Hannibal acknowledges that she 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 Coquitlam, B.C.
this 7 day of April, 2020.


Dori Waldene Hannibal / 

Signed in Vancouver, B.C.
this 8 day of April, 2020.


Howard L. Kushner, Commissioner

