



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

AND

IN THE MATTER CONCERNING

CARISSA LYNN KEENAN

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

CARISSA LYNN KEENAN  
(“Keenan”)

**BACKGROUND and FACTS**

1. Keenan holds a valid Professional Certificate of Qualification, No. ██████████, issued by the Director of Certification (the “Director”) under the *Teachers Act* on September 21, 2012, and valid from September 21, 2012.
2. At all material times, Keenan was employed as an elementary school teacher by School District No. 42 (Maple Ridge-Pitt Meadows) (the “District”).
3. On August 31, 2020, a member of the public (the “Complainant”) made a complaint to the Commissioner regarding Keenan under the *Teachers Act*. This has been designated Matter 1.
4. On April 22, 2021, the District made a report to the Commissioner regarding Keenan, under section 16 of the *School Act*. This has been designated Matter 2.
5. Matter 1 and Matter 2 relate to the same conduct. The Commissioner combined Matter 1

and Matter 2 on October 26, 2021.

6. Keenan lived in the same home as one of her family members, a certificate holder who was also employed by the District (the "Family Member"). In November 2019, Keenan learned that the Family Member was involved in an intimate relationship with the Complainant. The Complainant was a former student with the District at a School at which the Family Member had worked. The Family Member subsequently moved out of the home, but left behind some items, including a laptop which had formerly belonged to the District and which still contained some information about the Complainant when they were a student in the District, but which was not connected to the District's computer system.
7. After Keenan learned of the relationship between the Family Member and the Complainant, the following events occurred:
  - a. In July 2020, Keenan, her partner and two other family members produced a package of information about how to report the Family Member to the Teacher Regulation Branch (the "Package").
  - b. The Package included a letter which disclosed the Complainant's full name, the fact that she was formerly a student in the District, highly personal information about the Complainant and the Family Member, and information about the Complainant which had been retrieved from the laptop. Keenan's name appeared as one of four signatories on the letter as she and the other authors all had equal input into its contents.
  - c. 20 copies of the Package were made and at least 10 copies were distributed by Keenan, her partner and her two other family members. On July 24, 2020, Keenan personally gave one Package to two of her friends. By the end of July 2020, copies of the Package were being widely distributed in public places as well as over the internet, causing great embarrassment and upset to the Complainant.
8. On March 11, 2021, the District issued Keenan a letter of discipline and suspended her for 10 days without pay. Keenan served the suspension between March 29, 2021 and April 13, 2021.
9. On October 26, 2021, the Commissioner considered this matter and determined to propose a consent resolution agreement to Keenan, in accordance with section 53(1)(a) of the *Teachers Act*.

## CONSEQUENCES

10. This Agreement is made under section 53 of the *Teachers Act*.
11. Keenan 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”).
12. Keenan admits that the facts set out in paragraphs 1 to 8 of this Agreement are true.
13. Keenan admits that the conduct described in paragraph 7 of this Agreement constitutes professional misconduct and conduct unbecoming and is contrary to Standard #1 and Standard #2 of the *Professional Standards for BC Educators*, June 19, 2019.
14. Keenan agrees to a one-day suspension of her certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. Keenan will serve the suspension on October 7, 2022.
15. In determining that a one-day suspension of her certificate of qualification is an appropriate consequence, the Commissioner considered the following factor:
  - a. Keenan failed to model appropriate behaviour of an educator in their disclosure of confidential information of a former District student.
16. Keenan 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


17. The Director will record the terms of this Agreement on the Ministry of Education’s online registry under section 79(d) of the *Teachers Act*.
18. Keenan 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](http://www.teacherregulation.gov.bc.ca)
19. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
20. A breach by Keenan of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.

21. Keenan 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 Keenan has admitted to the conduct and matters set out in this Agreement.
22. Keenan 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 Maple Ridge, B.C.  
this 30 day of June, 2022.

  
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Carissa Lynn Keenan

Signed in Victoria, B.C.  
this 6th day of July, 2022.

  
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Howard L. Kushner, Commissioner