



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

TARIQ MAHMOOD MALIK

████████████████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

TARIQ MAHMOOD MALIK
(“Malik”)

BACKGROUND and FACTS

1. Malik holds a valid Professional Certificate of Qualification, No. ██████████ issued by the Director of Certification (the “Director”) under the *Teachers Act* on November 2, 2020 and valid from that day.
2. At all material times, Malik was employed as an elementary school teacher by School District No. 44 (North Vancouver) (the “District”) at a school in the District (the “School”).
3. On August 30, 2024, the District suspended Malik under section 15(5) of the *School Act*.
4. On September 3, 2024, the District made a report to the Commissioner under section 16 of the *School Act*, regarding the suspension of Malik. This matter is designated File 01.
5. On September 5, 2024, the Commissioner ordered an investigation of File 01, under section 47(1) of the *Teachers Act*.

6. On September 24, 2024, Malik gave an undertaking not to teach in the kindergarten to grade twelve education system in any role or position requiring authorization under the *Teachers Act*.
7. During the 2023-2024 school year, while Malik was working as a Teacher Librarian at the School:
 - a. Malik had an account on Instagram, using the account name “Viet Paki”. Malik stated in his Instagram profile that he had a Bachelor of Education degree and is a teacher.
 - b. Malik also had a TikTok, YouTube and Facebook accounts, using the same name of “Viet Paki” (together, the “Social Media Accounts”).
 - c. The Social Media Accounts had no privacy settings and were fully accessible. They included video content created by Malik, which was not appropriate for elementary-aged students because this content included sexually suggestive and explicit content, images of scantily dressed women, and derogatory and stereotypical presentations of women in videos about the “types” of women to date in Vancouver and in Vietnam.
 - d. Malik told several students at the School about his Social Media Accounts. Many students at the School viewed his Social Media Accounts.
8. Also during the 2023-2024 school year:
 - a. Malik accepted students from the School as followers on his Instagram account and subscribers on his YouTube account and he knew they were students. Malik exchanged messages and comments with at least four students on his Social Media Accounts, including during the summer of 2024. In his messages, Malik thanked students for their “support” and for getting in touch.
 - b. Malik also followed at least one student on social media.
 - c. In June of 2024, Malik was in the library with a group of female students in grades six and seven. He encouraged them to watch videos from his Social Media Accounts using a school computer that was logged into his account, including ones titled “My Sister is a Demon”, “Love Awaits” (a dating show parody), and about “80’s kids vs millennials”. These videos were not appropriate for elementary-aged students because they included sexually suggestive content and inappropriate language. One of the videos was rated 18+.

9. In addition, during the 2023-2024 school year while Malik was teaching at the School:
 - a. Malik touched female students on the shoulders and the back of their neck. He hugged at least three female students. He sometimes poked their stomachs, including when the student was wearing a crop top.
 - b. Malik stood very close to female students when they were doing School announcements, and said that he had to, so that he could share a copy of the script with them. Some of the students felt uncomfortable because of how close Malik stood to them.
 - c. Malik owned a Kawasaki motorbike and carried a keychain, which had the word “Kawasexy” written on it. He used this keychain during School hours and left it in places where it was visible to students. At times, when a student saw the keychain, it created a commotion amongst students. Malik showed this keychain to a student and asked if the student thought it was cool.
 - d. When a student was singing a song by Sabrina Carpenter, Malik asked about the song and about Sabrina Carpenter, then found an image of Sabrina Carpenter on his computer, in which she was wearing a bikini, and Malik said that Sabrina Carpenter was “cute”, all of which occurred in the presence of students.
10. In June 2024, Malik asked a small group of female students in grades six and seven if they would like to be filmed in a video for his YouTube account. He told these students that they had to have their parents’ permission before he posted any video online. Malik recorded some footage of them performing skits during the school day. Malik video-recorded one student whose parent/guardian had not consented to the student being video-recorded by Malik. One parent who consented to their child being recorded thought that Malik intended to use the video-recordings in a school-related way.
11. Shortly after Malik received notice from the District of its investigation, he removed some of the content from his Social Media Accounts, but some inappropriate content continued to be accessible on his other Social Media Accounts.
12. On November 29, 2024, the District disciplined Malik by suspending him without pay for 30 working days, from December 2, 2024 to January 24, 2025. In addition, the District required Malik to complete the course *Reinforcing Respectful Professional Boundaries* at the Justice Institute of British Columbia and to complete two sessions with an occupational psychologist to discuss appropriate interactions with students.
13. On November 29, 2024, the District made a report to the Commissioner about the discipline of Malik, which is designated File 02.

14. On December 4, 2024, the Commissioner ordered an investigation of File 02 under section 47(1) of the *Teachers Act* and combined Files 01 and 02.
15. On December 18, 2024, the Commissioner considered these matters and determined to propose a consent resolution agreement to Malik, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

16. This Agreement is made under section 53 of the *Teachers Act*.
17. Malik 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”).
18. Malik admits that the facts set out in paragraphs 1 to 12 of this Agreement are true.
19. Malik admits that the conduct described in paragraph 7 of this Agreement constitutes conduct unbecoming and the conduct described in paragraphs 8 to 11 constitute professional misconduct and is contrary to Standards #1 and 2 of the *Professional Standards for BC Educators*, June 2019.
20. Malik agrees to a one-month suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from January 27, 2025 to February 21, 2025, inclusive.
21. Malik agrees under section 64(f) and (h) of the *Teachers Act* that by March 31, 2025 (the “Condition Date”):
 - a. He will successfully complete the course *Reinforcing Respectful Professional Boundaries* through the Justice Institute of British Columbia (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
 - b. If Malik does not successfully complete the Course by the Condition Date, he will immediately advise the Commissioner in writing of the reason(s) he has not successfully completed it and set out the date by which he proposes to do so, at which time the Commissioner may extend the Condition Date to a later date (the “Extended Date”).
 - c. If Malik 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 Malik’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.

22. In determining that a suspension of one month and completion of the Course are appropriate consequences, the Commissioner considered the following factors:
- a. Malik identified himself as a teacher in his Instagram account and his Social Media Accounts, which used the same account name, contained content that undermined the integrity and reputation of the teaching profession and the kindergarten to grade 12 education system.
 - b. Malik did not act in the best interests of students.
 - c. He used students for his advantage in building and promoting his Social Media Accounts.
 - d. Malik failed to maintain appropriate professional boundaries, by interacting with students as if he were a peer, rather than an adult and a professional.
23. Malik 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

24. 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*.
25. Malik 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>.
26. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
27. A breach by Malik of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
28. Malik 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 Malik has admitted to the conduct and matters set out in this Agreement.

29. Malik 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 Burnaby, B.C.
this 20 day of January, 2025.


Tariq Mahmood Malik

Signed in New Westminister, B.C.
this 20th day of January, 2025.


Donnaree Nygard, Acting Commissioner