



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING
EVGUENI VLADIMIROVITCH MELNIK
[REDACTED]

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

EVGUENI VLADIMIROVITCH MELNIK
 (“Melnik”)

BACKGROUND and FACTS

1. Melnik held an Interim Professional Certificate, [REDACTED]. It was issued by the B.C. College of Teachers (the “College”) under the *Teaching Profession Act* on March 8, 2007 and was valid from January 1, 2007 until June 30, 2011.
2. Melnik holds a valid Professional Certificate of Qualification, [REDACTED]. It was issued by the College under the *Teaching Profession Act* on December 12, 2008, is valid from September 1, 2008, and was continued under the *Teachers Act* as of June 30, 2011.
3. At all material times, Melnik was employed as a secondary school teacher by School District No. 43 (Coquitlam) (the “District”) at a District school (the “School”).

4. On January 4, 2022, the District made a report to the Commissioner regarding Melnik, under section 16 of the *School Act*.
5. The following events occurred in May 2021 when Melnik was teaching a Comparative Civilizations class at the School:
 - a. During one class, in the context of a discussion of the Epic of Gilgamesh and immortality, Melnik drew a line graph on the blackboard with “Animals”, “Humans”, “Jesus”, and “God”. This was meant to illustrate the material and non-material nature of all human beings. In discussing humans, Melnik said that humans were complex thinkers. With respect to God, Melnik said “everyone wants to reach this”. At some point during the lesson, Melnik referenced Black Lives Matter protesters and circled “Animals” at least three times. In a conversation with a student outside of class time, Melnik said he believed all lives matter and that the police were not the problem.
 - b. In a discussion about the influence of the media through the use of language, Melnik said: “the media has you believe that there are more than two genders when using the words ‘bisexual’ and ‘binary’ ...there are so many labels, who cares”. One of the students in the class is a member of the LGBTQ community and reported being very upset and impacted by this comment.
 - c. Melnik told the class that racism does not exist and that a lot of what is described as racism today comes from cultural differences. As an example, Melnik talked about historic anti-Asian sentiments and referred to the “cultural traits” of Asian people who had worked on the railroad in the 19th century in British Columbia and who he said were resented because they worked for less money and followed direction.
6. On December 8, 2021, the District issued Melnik a letter of discipline and suspended him for eight days without pay. Melnik served the suspension December 8-10 and 13-17, 2021. The District also required Melnik to complete the Diversity and Sensitivity Training Program offered by A1Counselling Services. Melnik completed this training in December 2021.
7. On February 23, 2022, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
8. On September 12, 2023, the Commissioner considered this matter and determined to propose a consent resolution agreement to Melnik, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

9. This Agreement is made under section 53 of the *Teachers Act*.
10. Melnik 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”).
11. Melnik admits that the facts set out in paragraphs 1 to 7 of this Agreement are true.
12. Melnik admits that the conduct described in paragraph 5 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.
13. Melnik agrees to a reprimand under sections 53 and 64(a) of the *Teachers Act*, which will take effect on the first business day following the Effective Date.
14. Melnik further agrees under section 64(f) and (h) of the *Teachers Act* that by **September 5, 2025** (the “Condition Date”):
 - a. He 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 Melnik 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 Melnik 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 Melnik’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
15. In determining that a reprimand and course requirement are appropriate consequences, the Commissioner considered the following factors:
 - a. The views Melnik shared with his students did not align with the District’s expectation that teachers refrain from engaging in conduct or comment which disparages or discriminates against others.

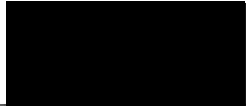
- b. The views Melnik shared did not foster a safe environment for his students, nor did he role-model respect for diversity.
 - c. Melnik completed diversity and sensitivity training.
16. Melnik agrees not to make any statement orally or in writing which contradicts, disputes or calls into question 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 online registry of the Ministry of Education and Child Care, under section 79(d) of the *Teachers Act*.
18. Melnik 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>
19. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
20. A breach by Melnik of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
21. Melnik 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 Melnik has admitted to the conduct and matters set out in this Agreement.

22. Melnik acknowledges that he has voluntarily entered into this Agreement after being advised of his right to obtain independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Coquitlam, B.C.
this 23 day of April, 2025.


Evgueni Vladimirovitch Melnik

Signed in New Westminster, B.C.
this 25th day of April, 2025.


Donnaree Nygard, Acting Commissioner