



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

AND

IN THE MATTER CONCERNING  
EDWARD JOHN THOMAS MULROONEY



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

EDWARD JOHN THOMAS MULROONEY  
(“Mulrooney”)

**BACKGROUND and FACTS**

1. Mulrooney 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 July 31, 2001, is valid from September 1, 2001, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Mulrooney was employed as a secondary school teacher by School District No. 68 (Nanaimo-Ladysmith) (the “District”) at a school in the District (the “School”).
3. On March 29, 2021, the District made a report to the Commissioner regarding Mulrooney, under section 16 of the *School Act*.
4. The following events occurred:
  - a. In or about mid-February, 2021, while walking in the hallway at the School, Mulrooney looked at a female student (“Student A”). Student A felt uncomfortable

with the manner in which Mulrooney looked at her. Student A and the two other students she was with believed that Mulrooney looked at Student A in a way that was “checking her out” (the “Allegation”).

- b. The District suspended Mulrooney on February 24, 2021, under section 15(5) of the *School Act*, and commenced an investigation of the Allegation.
- c. Mulrooney was directed by the District in writing that he was not to discuss the investigation with any student or staff member.
- d. At the end of July in 2021, while the District investigation was ongoing, Mulrooney was at a business in the community, at which Student A was employed as a cashier. Mulrooney says he was unaware that the cashier was Student A, who had made the Allegation against him; Student A was wearing a mask at work because of the Covid pandemic. When Mulrooney was at the check-out till, he believed that Student A was “playing games” with him and not treating him very well. Mulrooney says that Student A made a disrespectful comment to him. Mulrooney asked Student A for her name, because she was not wearing a name tag. Student A told Mulrooney her name. Mulrooney said “ohhh, we have never met before”, then wagged his finger at her and told her to “stop your little lies”. Another cashier told Mulrooney not to speak to Student A like that, to which Mulrooney replied by saying “I think if you knew the kind of life I have had to live the last year, you’d think differently”. In the exchange, Mulrooney raised his voice, was visibly angry, and made disrespectful comments to Student A. Mulrooney said that Student A needed to start telling the truth, he was going to talk to her manager, and that Student A should not be working when he could not work.
- e. A bystander intervened, saying words to the effect of “we are not doing this here”. Mulrooney replied by saying “Don’t you wish you knew what was going on before you choose me for doing something wrong”.
- f. The store manager came out of the store and asked Mulrooney words to the effect of “do we have a problem here?” Mulrooney referred to a “charge” by Student A at school and that Mulrooney could lose his job. Mulrooney asked the store manager what the store manager was going to do to keep Mulrooney from “being challenged by vindictive young girls who obviously believe something about [Mulrooney] that is not true”. The store manager said that the cashiers would be instructed to walk away from Mulrooney and not engage with him, to which Mulrooney replied by saying that this proposal was “not good enough” and that he would be ostracized. Mulrooney said more than once to the store manager that he wanted Student A to be fired. This exchange lasted for a few minutes. Later that day, Mulrooney phoned the manager and again asked for Student A to be fired.

5. Mulrooney had previously been issued a letter of expectation by the District on October 22, 2020, regarding the need to maintain an appropriate and consistent level of professionalism when interacting with students and to conduct himself in a manner that fosters the well-being of students.
6. Effective April 28, 2022, Mulrooney resigned from his employment with the District.
7. On May 12, 2022, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
8. On July 17, 2024, the Commissioner considered this matter and determined to propose a consent resolution agreement to Mulrooney, in accordance with section 53(1)(a) of the *Teachers Act*.
9. On February 10, 2025, the Commissioner issued a citation to Mulrooney, under section 56 of the *Teachers Act*.

## CONSEQUENCES

10. This Agreement is made under section 53 of the *Teachers Act*.
11. Mulrooney 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. Mulrooney admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
13. Mulrooney admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and conduct unbecoming and is contrary to Standards #1 and 2 of the *Professional Standards for BC Educators*, June 2019.
14. Mulrooney agrees to a five-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from May 5, 2025 to May 9, 2025, inclusive.
15. Mulrooney also agrees under section 64(f) and (h) that by September 5, 2025 (the “Condition Date”):
  - a. He will successfully complete the course *Reinforcing Respectful Professional Boundaries* through the Justice Institute (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
  - b. If Mulrooney 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 deadline to a later date (the “Extended Date”).

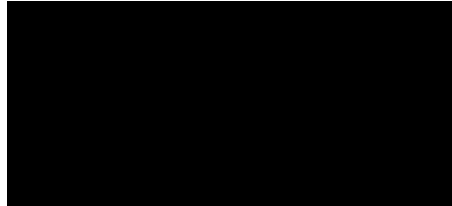
- c. If Mulrooney fails to provide satisfactory proof of completion of the Course by the later of the Condition Date or the Extended Date, the Commissioner may require the Director of Certification (the “Director”) to suspend Mulrooney’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
16. In determining that a suspension of five days and completion of the Course are appropriate consequences, the Commissioner considered the following factors:
    - a. The District had previously advised Mulrooney to ensure that his interactions with students were professional at all times.
    - b. Mulrooney spoke to Student A during the District investigation, despite being directed by the District not to.
    - c. His interaction with Student A at her place of employment occurred in a public setting, he referred to his status as a teacher, and he was loud, threatening and intimidating.
    - d. His actions were contrary to his responsibility as a role model, and his obligation to maintain the integrity and reputation of the profession.
  17. On the execution of this Agreement by the Commissioner on the Effective Date, no further action will be taken under sections 53 or 56 of the *Teachers Act* with respect to the matters contained in this Agreement, unless Mulrooney does not comply with one or more of the terms of this Agreement.
  18. Mulrooney 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**

19. 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*.
20. Mulrooney 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/>.


21. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
22. A breach by Mulrooney of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
23. Mulrooney 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 Mulrooney has admitted to the conduct and matters set out in this Agreement.
24. Mulrooney 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 Lady Smith, B.C.  
this 3 day of April, 2025.



Edward John Thomas Mulrooney

Signed in New Westminster, B.C.  
this 7th day of April, 2025.



Donnaree Nygard, Acting Commissioner