



**BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION**

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

AND

IN THE MATTER CONCERNING

CARLO DENI PAVAN



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

CARLO DENI PAVAN
(“Pavan”)

BACKGROUND and FACTS

1. Pavan 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 January 25, 2011, is valid from January 25, 2011, and was continued under the *Teachers Act* as of January 9, 2012.
2. On April 11, 2023, the Commissioner ordered the Director of Certification (the “Director”) to suspend Pavan’s certificate of qualification under section 50(2) of the *Teachers Act*.
3. At all material times, Pavan was employed as a high school teacher by School District No. 68 (Nanaimo-Ladysmith) (the “District”) at a District school.
4. On March 20, 2023, the Commissioner initiated an investigation into Pavan under section 47(1)(b) of the *Teachers Act*. This has been designated Matter 1.

5. On March 20, 2023, the District made a report to the Commissioner regarding Pavan, under section 16 of the *School Act*. This has been designated Matter 2.

6. Matter 1 and Matter 2 both relate to the same conduct. On March 21, 2023, the Commissioner combined Matter 1 and Matter 2.

7. The following events occurred in March 2023:

- a. In March 2023, Pavan used Grindr to contact an unknown profile with no age listed. Pavan came to learn that this profile belonged to a teenaged male (the “Youth”). The Youth was not a real person but an adult man (the “Person”) posing as the Youth in an attempt to “catch” persons he suspects to be predators.
- b. Pavan used the account name of “Big Bear”.
- c. On Tuesday, March 14, 2023, Pavan initiated contact with the Youth. Pavan and the Youth exchanged messages on Grindr from 10:23 p.m. until approximately 1:30 a.m., which included the following messages (as written except in square brackets):

Pavan Hey there

Youth Heyy

Pavan How goes?

Youth It’s ok just checking things out
hru

Pavan Pretty decent, thanks

What brings you on Grindr?

Youth Well I’m 14 so friends and maybe more idk

Pavan Is that really you in you pic?

Youth Ya

Pavan Do you have any more pics?

Youth Ya but I’m not sending any dirty stuff

Pavan Lol... I wasn’t asking

I don’t wanna go to jail

Youth Ok

Pavan Are you going to send any?

Youth Ya sure

Pavan ...?

Youth Sorry my phone keeps on crashing

Pavan Ok...

Youth [photo of Youth’s face with shorter hair than in profile sent]

Pavan You cut your hair

Youth Ya few weeks ago

Pavan So you’re here to make friends with older gay guys?

Youth Ya pretty much

Pavan Seems kinda odd...

Youth Why that
 Pavan You don't think
 Youth Idk I've met other guys off here before
 Kinda want a bf
 Pavan But you're 14
 Youth Ya so
 Pavan You don't like guys your own age?
 Youth Ya sometimes but I like older guys
 Pavan Ok
 Youth Ya
 Pavan Do you just not tell anyone?
 Seems like something your family and friends would frown on...
 Or call the cops!
 [Emoji of person shrugging]
 Youth Ya I don't want any one to know I'm gay I keep it a secret
 Pavan What school do you go to?
 Youth I'm in alternate I do it online
 Pavan How come?
 Are you a bad kid?
 Youth No I don't think so
 Pavan I thought alternate was for bad kids
 It was in my day
 Youth Oh nah I'm just behind abit I'm pretty shy I don't think I'm a bad kid
 Pavan Ah, ok
 Your spelling isn't bad...
 Youth It is pretty bad haha I got spell check
 Pavan Spell check doesn't fix everything
 Youth Ya but I'm not a idiot I can spell lol some guys are cringe
 Pavan I can only imagine... Lol
 Or are you talking ably me?
 about*
 Shit
 Wasn't sure you were real...
 Hello?
 Youth Heyyy
 Pavan Was I being cringe? Lol
 Youth Noo I meant like how bad some guys spell is cringe
 Pavan Lol
 True
 So what's up?
 Youth Nm just watching Netflix u
 Pavan Same
 Youth Nice

Pavan Was thinking to go for a walk

Youth Oh ya

Pavan Yep

Youth Cool

Pavan You going to bed?

Youth No I'm up for abit I think

Pavan Maybe you should go for a walk too...

Youth Maybe ya

Pavan Maybe?

Youth Why are u inviting me

Pavan Do you want me to?

Youth Do you have pics I'm down but I'm still kinda nervous

Pavan No pressure

[expiring photo of Pavan's face sent]

Youth Ffs stupid phone I missed it

Pavan Sorry... I only get one

Youth Huh

No my phone crashed when u sent it

Pavan 1 expiring photo. I look pretty similar to the drawing on my profile. Just bigger and really tall.

I can't send another one until tomorrow.

Youth Oh

Pavan Where would you go on your walk?

Youth Idk probably somewhere to get munchies tbh

Canco is close to me and they have slushies

Pavan On the highway?

Youth Ya

Pavan Ok. Think you're up for it? Or too nervous?

Youth I'm not that nervous anymore I just wish my phone didn't crash

Pavan Sorry bud

Youth Its sketchy there so I don't wanna wait without knowing who I'm meeting

Pavan Fair enough

Your call

Youth Why can't u send a pic

Pavan Too risky

Youth Why's that

Pavan There's like vigilantes and cops

I dunno if you're real

Youth Really I don't like cops I'm not gonna tell on u

Pavan Is there somewhere less sketchy we could go?

Like just a street in a neighbourhood or something?

Youth Like where I'm kinda new here still

Pavan Just somewhere you can walk to

Between your place and canco
 Youth Maybe ya what's close for u
 Pavan Where we might cross paths
 And I'll ask if you're Nick
 I live closer to downtown. I can come closer to you.
 Youth Why are u like driving or something
 Well I don't have data so If I leave my place I wanna know whos
 talking to me idk
 Pavan I know, I'm sorry
 But it's this, or hit me up when you're older
 Youth Just seems like ur not real or ur gonna hurt me something I don't
 wanna get robbed
 Pavan I know
 Youth I had a bad experience on here
 Pavan Yeah... You probably shouldn't trust a lot of people on here
 It's up to you.
 You seem like a decent person
 Hopefully I do, too
 ...?
 Youth Sorry my phone died I'm gonna go to bed talk tomorrow?
 Pavan Sure
 Sleep tight

- d. The time at which Pavan proposed meeting the Youth on a walk was after 12:30 at night.
- e. On March 15, 2023, Pavan noticed the Youth was online on Grindr for the first time that day around 8:40 p.m. and initiated contact with the Youth again. They exchanged the following messages (as written except in square brackets):

Pavan Hey
 What's up?
 Youth Nm, u?
 Pavan Just got home from Victoria for the day
 What're you up to?
 Youth Oh cool I'm just hanging out at home
 Pavan Gaming?
 Youth Ya pretty much ha ha
 Pavan Cool
 Did you say that you met guys off Grindr before?
 Youth Ya a few
 Pavan What'd you do with them when you met?
 ...?
 Youth Uhh stuff nothing too crazy

Pavan I'm just trying to figure out what you're comfortable with
/looking for

Youth Oh okay what did you want to do?

Pavan I'm pretty open

Youth Me too just shy I guess

Pavan Got plans tonight?

Youth Nah

Pavan Want me to try sending a pic again?

...

Youth Sorry was eating

Pavan Ok

Youth Ya u can send a pic now I'll close all my stuff so it doesn't crash
Sorry I don't have wifi I just got back home my aunt took me to
get groceries

Pavan [thumbs up emoji]
[expiring photo of face sent]

Youth Oh nice I like the beard

Pavan Thanks

So do you want to go for a drive or something?

Youth Maybe later ya that's ok

Pavan K

- f. After about half an hour, Pavan texted "So... Like, how late are we talking?"
- g. On March 16, 2023, Pavan noticed the Youth was online on Grindr for the first time that day at 8:18 p.m. and initiated contact and then exchanged the following messages (as written except in square brackets):

Pavan Hello?

Youth Hey

Pavan What's up?

Youth It's ok I hate this phone I had to redownload everything

Pavan Sounds like you're struggling with it for sure

Youth Ya it sucks

Nm u

Pavan Pretty chill

Did you get the messages I sent you last night?

...?

Youth No what did you say

Pavan I was just apologizing for being paranoid

I'm not sus. No cap. [laughing emoji with tongue out]

Youth Oh ok

Pavan We can text if you want
 Youth Sweet okay that might be better then I can just delete my ap
 Pavan What's your #
 ...?
 Youth Phone keeps crashing its [redacted-wrong number]
 Pavan Texted you
 Youth Sorry [redacted-corrected number]
 Pavan Hi
 Youth Big bear?
 Pavan Yep
 Youth Oh hey this is a lot better for me Grindr crashes my phone
 Pavan No kidding, lol
 Youth How's ur night
 Pavan Pretty boring
 Yours?
 I thought it was the phone crashing that was causing you not to reply for a half hour...Guess not
 Youth Sorry was in the shower I'm getting ready for bed
 Pavan K. G'night

- h. On Friday, March 17, 2023, Pavan initiated contact with the Youth by text message at 3:14 p.m. The Youth replied at 4:51 p.m. They exchanged the following messages (as written except in square brackets):

Pavan Hey [3:14 p.m.]
 Youth Hey what's up dudw [4:51 p.m.]
 Pavan Just heading to a friend's place for dinner
 Youth Oh nice!
 Pavan What're you up?
 Youth Just out with my aunt going for dinner
 Pavan Nice
 Youth Wbu
 Pavan Cooking
 What're you up to now? [via text message after Pavan noticed the Youth was active on Grindr at 9:55 p.m.]

- i. On Saturday, March 18, 2023, Pavan initiated contact with the Youth by text at 11:31 a.m. by texting "Hello?". The Youth responded at 5:12 p.m. and the following messages were exchanged:

Pavan Hello? [11:31 a.m.]
 Youth Hey srly was helping my aunt today with yardwork how r u [5:12 p.m.]
 Pavan I need help with yard work!

Youth Oh ya lol I'm pretty tired from today but she gave me some \$ so I'm stoked

Pavan Too tired to hang out?

Youth No but maybe later if ur down I just wanna relax for a bit

Pavan Yeah, that's cool

What time?

Youth Probably like after 9 or something I'm watching the dog right now

I won't pass out this time lol

Pavan What do you wanna do?

Youth Maybe we can grab a coffee and go to the waterfront or something? idk

Pavan Sure

Youth Ok cool

Pavan I can pick you up

Youth Alright

Pavan [smiling emoji]

Youth So what did you do today?

Pavan Just been puttering around the house

Nothing too exciting

Youth Oh right on

Pavan Did you eat dinner yet? [7:19 p.m.]

Youth Not yet I had a nap lol gonna warm up leftover Chinese food from last night

Pavan I had Chinese last night too

Youth Oh sweet from where?

Pavan I made it

Where's yours from?

...?

Youth Quality Foods sorry charging my phone

Pavan We still good to hang out in a bit?

Youth Sure I'm gonna shower and get ready so prob a bit after 930

Pavan Ok

Where do you want me to pick you up?

Youth I thought we were going for coffee and waterfront walk or something

Pavan Yeah, but where should I pick you up?

Youth At tim hortans?

Pavan Which one?

You don't want me to just pick you up at your place?

Youth Well I just don't want my gmas neighbor to see she's nosy it's not too far for me to go anyway

Pavan Ok

Youth Gonna shower and stuff k txt u in abit

Pavan Sounds good

Youth Just waiting for my hoodie in the dryer

Pavan No worries.
Which Timmies are we meeting at

Youth The one on comox

Pavan There was just a shooting downtown
Are you sure you don't want me to pick you up somewhere closer to your place
and we can hit the drive thru?

Youth Omg really!?
I'm already leaving soon
Like an hour or so ago

Pavan Ok
Yeah. My friend was walking her dog on the waterfront and heard
the shot
I can pick you up on your way if you want...

Youth Shit I'm already here

Pavan Ok.
I'm here
Can you come out to the car?

Youth Ya sure
Brown jacket

Pavan White car

j. This last message was sent at 10:06 p.m. Shortly after, the Person approached Pavan while Pavan was sitting in his car. Once confronted, Pavan drove away while the Person filmed him.

k. The Person posted on a Facebook site both the messages exchanged with Pavan and the video recording of the Person approaching Pavan in his car. Pavan was identified as a teacher on the Facebook site.

8. On June 13, 2023, the District terminated Pavan's employment effective immediately.
9. On March 21, 2023, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
10. On March 10, 2025, the Commissioner considered this matter and determined to propose a consent resolution agreement to Pavan, in accordance with section 53(1)(a) of the *Teachers Act*.
11. On August 20, 2025, the Commissioner issued a citation to Pavan, under section 56 of the *Teachers Act*.

CONSEQUENCES

12. This Agreement is made under section 53 of the *Teachers Act*.

13. Pavan 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").
14. Pavan admits that the facts set out in paragraphs 1 to 8 and 11 of this Agreement are true.
15. Pavan admits that the conduct described in paragraph 7 of this Agreement constitutes conduct unbecoming and is contrary to Standard #2 of *the Professional Standards for BC Educators*, June 2019.
16. Pavan agrees to the cancellation of his certificate of qualification under sections 53 and 64(e) of the *Teachers Act*, which will occur on the first business day following the Effective Date.
17. Pavan agrees that for a period of seven years from the Effective Date, he will not apply for, and understands the Director will be required not to issue to him, a certificate of qualification, an independent school teaching certificate or any other authorization to teach in the kindergarten to grade 12 education system under section 64(g) of the *Teachers Act*, or any successor legislation.
18. In determining that cancellation of his certificate and a seven-year ban on issuance of a certificate or other authorization is an appropriate consequence, the Commissioner considered the following factors:
 - a. Pavan used a dating app to contact a person whom he subsequently learned was an underage student (previously defined as the "Youth").
 - b. In communicating with the Youth in the manner that he did, and in asking to meet with the Youth alone at night, Pavan failed to maintain appropriate boundaries.
 - c. Pavan's conduct became known to the public through the Facebook posting.
 - d. Pavan's actions undermined the public's confidence in the education system.
 - e. Pavan's certificate of qualification was suspended on April 11, 2023, for over three years.
19. Pavan 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

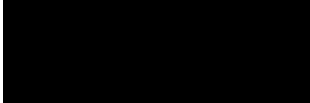
20. On the execution of this Agreement by the Commissioner on the Effective Date, no further action will be taken under sections 53 or 56 of the *Teachers Act* with respect to the matters contained in this Agreement, unless Pavan does not comply with one or more terms of this Agreement.
21. The Director 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*.
22. Pavan 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>
23. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.

24. If Pavan applies for a certificate of qualification, an independent school teaching certificate, or other authorization to teach in the kindergarten to grade twelve education system after expiry of the period set out in paragraph 17 above, it is agreed, without limiting any other power of the Director to determine Pavan's fitness and suitability to be granted a certificate of qualification, independent school teaching certificate or letter of permission, that the Director may consider:

- a. the facts set out and admitted in this Agreement;
- b. any document or other evidence gathered or prepared by the Branch in any investigation of this matter; and
- c. any evidence of breach by Pavan of one or more terms of this Agreement.

25. Pavan 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 Nanaimo, B.C.
this 19 day of August, 2026.


Carlo Deni Pavan

Signed in New Westminster, B.C.
this 1st day of September, 2026.


Donnaree Nygard, Commissioner