



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

VEERAN RAMDIN

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

VEERAN RAMDIN
(“Ramdin”)

BACKGROUND and FACTS

1. Ramdin held a Conditional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers (the “College”) under the *Teaching Profession Act* on January 8, 2009 and was valid from January 1, 2009 until June 30, 2013.
2. Ramdin holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the College under the *Teaching Profession Act* on April 30, 2009, is valid from May 1, 2009, and was continued under the *Teachers Act* as of January 9, 2012.
3. At all material times, Ramdin was employed as a secondary school teacher at an independent school in B.C. (the “School”).
4. On November 20, 2019, the School principal made a report to the Commissioner regarding Ramdin, under section 7 of the *Independent School Act*.

5. The following events occurred in 2019:
 - a. Ramdin began teaching at the School in August 2019.
 - b. In September 2019, three Grade 11 reported to the vice- principal that Ramdin touched students' hair, heads, and shoulders and had removed a classmate's eyeglasses without permission. The students reported feeling uncomfortable as a result. Student A felt so uncomfortable that they switched out of Ramdin's Grade 11 chemistry class.
 - c. Also in September 2019, Ramdin commented to his Grade 11 chemistry class that one student looked as though they belonged in Grade 5. Ramdin also teased Student A in front of the class about whether Student A was dating the student next to whom Student A was sitting.
 - d. On September 12, 2019, the School principal met with Ramdin and told him that students reported feeling uncomfortable because Ramdin was in their personal space and putting his hand on their shoulder and touching their hair or their forehead. Ramdin assured the School principal that this would not happen again.
 - e. On October 21, 2019, Student B went to Ramdin 's classroom to make up a missed lab. When Ramdin walked past Student B he said: "what's that smell?". Ramdin then leaned in to smell Student B's neck and said: "you smell good". Student B reported feeling very uncomfortable
6. On November 12, 2019, Ramdin resigned from the School, effective November 15, 2019.
7. Ramdin had been previously employed at another B.C. independent school ("School B") between 2010 and 2019. At one point a student complained to the principal of School B that Ramdin had touched their head. Consequently, the principal of School B had a discussion with Ramdin about the importance of maintaining a professional distance from students.
8. On October 19, 2021, the Commissioner considered this matter and determined to propose a consent resolution agreement to Ramdin, 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. Ramdin 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. Ramdin admits that the facts set out in paragraphs 1 to 7 of this Agreement are true.
12. Ramdin 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 19, 2019.
13. Ramdin agrees to a one-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. Ramdin will serve the suspension on March 1, 2022.
14. Ramdin agrees under section 64(f) and (h) that by **March 30, 2022** (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 Ramdin 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 Ramdin 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 Ramdin’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 suspension and course requirements are appropriate consequences, the Commissioner considered the following factors:
 - a. Ramdin’s conduct showed a lack of understanding of appropriate professional boundaries in both his physical actions and verbal comments.
 - b. Ramdin’s conduct created a negative learning environment for his students.
 - c. Ramdin had previously been advised about the importance of respecting the students’ personal space.
16. Ramdin 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. As the Commissioner considers that making this Agreement public would cause significant hardship to the students involved, he has determined to direct the Director to make public a summary of the Agreement in accordance with section 54 of the *Teachers Act*.
19. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
20. Ramdin 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 Ramdin has admitted to the conduct and matters set out in this Agreement.
21. Ramdin 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 Langley, B.C.
this 17 day of January, 2022.



Veeran Ramdin

Signed in Victoria, B.C.
this 1 day of February, 2022.



Howard L. Kushner, Commissioner