



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

AND

IN THE MATTER CONCERNING

JANA RONNE



SUMMARY OF CONSENT RESOLUTION AGREEMENT

This summary is published under section 54(3) of the Teachers Act to protect the identity of students who were harmed, abused, or exploited by the Teacher.

1. Ronne holds a valid Professional Certificate of Qualification. It was issued by the Director of Certification under the *Teachers Act*.
2. At all material times, the Ronne was employed as a secondary school teacher by a secondary school (the “School”) in a school district (the “District”).
3. On November 27, 2024, the District made a report to the Commissioner about Ronne, under section 16 of the *School Act*.
4. The following events occurred when Ronne was teaching at the School:
 - a. During flexible instructional time, Ronne overheard a student in hallway say the word “pussy”. Ronne left her classroom to address the use of derogative and offensive language.
 - b. In the hallway outside her classroom, Ronne interacted with a group of students, one of who she believed had said the word “pussy”. In a loud voice Ronne asked the group “Do you think women are weak?” and told the students “Women can be stronger than men”.
 - c. One of the students (Student A) believed Ronne was accusing them of saying “pussy”. Student A denied it. During the interaction, Ronne forcefully disputed the validity of religion, and said “That is philosophy, I’m a scientist”. These comments

were heard by multiple students from various backgrounds, cultures and religions, and created an uncomfortable environment for those students.

- d. A Vice Principal attended the hallway after hearing about the incident from a student and from Ronne. Multiple students involved in the interaction with Ronne or who heard about it, including Student A, expressed concern that a teacher would behave as Ronne did and were offended by what she said.
 - e. During a lesson Ronne chose a concerning example, which was not necessary to the lesson, that made a student feel singled out. When the student tried to speak to Ronne after the lesson, Ronne failed to recognize that her choice of language was insensitive and disrespectful of diverse cultural and religious identities despite the student's emotional reaction.
5. On November 21, 2024, the District issued a Letter of discipline to Ronne related to the conduct set out in paragraph 4 above and suspended Ronne without pay for four days. In addition, Ronne was directed to attend a Respectful Boundaries course.
 6. Ronne was the subject of previous discipline by the District. On October 15, 2019, Ronne received a Letter of discipline for failing to maintain clear boundaries between personal and professional activities.
 7. On April 9, 2026, Ronne entered into a consent resolution agreement with the Commissioner, in which Ronne admitted that the conduct set out in paragraph 4 constitutes professional misconduct and is contrary to Standard #1 and 3 of the *Professional Standards for BC Educators* (June 2019).
 8. In the consent resolution agreement, Ronne agreed to a one-day suspension and to complete the course *Creating a Positive Classroom* through the Justice Institute of British Columbia and the course *A Primer on: Intercultural Dialogue in Partnership with Akanksha Thakur* through the Canadian Race Relations Foundation.
 9. In determining that a suspension and courses are appropriate consequences, the Commissioner considered the following factors:
 - a. Ronne failed to create an emotionally safe learning environment for students.
 - b. Ronne failed to respect the diverse backgrounds of students.
 10. Ronne agreed that she will not make any statement orally or in writing which contradicts, disputes, or calls into question the terms of the consent resolution agreement or the admissions made in it.