



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

BRUCE DAVID RUSSELL



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

BRUCE DAVID RUSSELL
(“Russell”)

BACKGROUND and FACTS

1. Russell holds a valid Professional Certificate of Qualification, [REDACTED] It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on January 16, 1995, is valid from September 1, 1994, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Russell was employed as a high school teacher by School District No. 39 (Vancouver) (the “District”) at a District school (the “School”).
3. On April 4, 2023, the District made a report to the Commissioner regarding Russell, under section 16 of the *School Act*.

4. The following events occurred in the fall of 2022 when Russell was teaching at the School:
 - a. In October 2022, a Grade 8 student in Russell's class (Student A) told Russell that they had to leave early due to a student council meeting and presented Russell with an early dismissal slip. Russell raised his voice at Student A in front of the class, told Student A that their apology was not accepted, and that Student A had to make more time. Russell also told Student A, in front of Student A's classmates, that Student A was not doing well in class. Student A reported feeling embarrassed and afraid to attend Russell's class.
 - b. Russell told an international student in Grade 9 "put your head up, this is Canada not the Philippines" when the student had their head on their desk. Russell said to another international student who was from Asia: "you must be tired from staying up all night doing karaoke." Referring to a student from Mexico, Russell said: "[the student] is absent because [the student] is probably back in Mexico."
 - c. Russell addressed two female students in Grade 9 as "darling" and said in front of the class that they had "blossomed". Russell stated that he meant academically when he used the term blossomed, but this was not made clear to the students in his class.
5. On April 3, 2023, the District issued Russell a letter of discipline.
6. On May 26, 2022, the District met with Russell. In this discussion, the District reminded Russell to be mindful of the manner in which he addressed students, and to be particularly mindful when interacting with racialized minorities.
7. On June 15, 2023, the Commissioner considered this matter and determined to propose a consent resolution agreement to Russell, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

8. This Agreement is made under section 53 of the *Teachers Act*.
9. Russell 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”).
10. Russell admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
11. Russell admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.
12. Russell 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.
13. Russell also agrees under section 64(f) and (h) that by **August 15, 2024** (the “Condition Date”):
 - a. Russell 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 Russell 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 Russell 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 Russell’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.

14. In determining that a reprimand and course requirement are appropriate consequences, the Commissioner considered the following factors:
 - a. Russell did not create an emotionally safe and positive learning environment for students.
 - b. Russell had been spoken to before about similar conduct.
 - c. Russell was not modelling the diversity, inclusion and respect for different values that the District expects and promotes.
 - d. Russell has expressed regret for his conduct.
15. Russell 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

16. The Director will record the terms of this Agreement on the Ministry of Education and Child Care's online registry under section 79(d) of the *Teachers Act*.
17. Russell 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>
18. A breach by Russell of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
19. Russell 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 Russell has admitted to the conduct and matters set out in this Agreement.

20. Russell 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 VANCOUVER, B.C.
this 21 day of JUNE, 2024.



Bruce David Russell

Signed in Vancouver, B.C.
this 24 day of June, 2024.

A handwritten signature in cursive script, appearing to read "Donnaree Nygard".

Donnaree Nygard, Acting Commissioner