



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

ARTHUR OWEN SANDERSON

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

ARTHUR OWEN SANDERSON
(“Sanderson”)

BACKGROUND and FACTS

1. Sanderson holds a valid Professional Certificate of Qualification, ██████████. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on October 20, 1998, is valid from September 1, 1998, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Sanderson was employed as a middle school teacher by School District No. 43 (Coquitlam) (the “District”) at a District school (the “School”).
3. On November 24, 2022, the District made a report to the Commissioner regarding Sanderson, under section 16 of the
4. The following events occurred in September 2022 when Sanderson was teaching Grade 7/8 at the School:
 - a. On September 6, 2022, Sanderson made Student A to ten push-ups after Student A

touched a pencil in a jar on Sanderson's desk. Student A had to do the push-ups while other students were present in the classroom.

- b. Student B asked for Sanderson's help in opening a combination lock which appeared to be broken. Sanderson told Student B that if he tried the lock and it worked, Student B would have to do five push-ups.
 - c. On September 14, 2022, Sanderson discretely told Student C that the manner in which Student C was sitting on a counter was distracting to people.
 - d. Sanderson took Student D, who was wearing a t-shirt with the Playboy logo on it, into the hallway and asked Student D if they knew what the logo meant. Student D replied that they did not. Sanderson then told Student D that Playboy was "a magazine with nude ladies". Student D reported feeling embarrassed because Student D did not want anyone getting the wrong idea.
 - e. Sanderson regularly referred to students in his class as "handsome", "beautiful" and "gorgeous" and told his class that he loved them all. Some students reported finding this strange.
5. On November 24, 2022, the District issued Sanderson a letter of discipline and suspended him for four days without pay. Sanderson was also directed to do the following:
- a. read and follow the District's standards of conduct;
 - b. perform all duties in accordance with the *Professional Standards for BC Educators*;
 - c. interact with all staff, students, and parents in a professional manner;
 - d. maintain appropriate teacher-student boundaries;
 - e. take responsibility for and be responsive to the emotional state and wellbeing of students;
 - f. refrain from addressing student behaviour in a manner that negatively impacts their learning and achievement;
 - g. refrain from conduct or comment he knows or ought to know is offensive to students; and
 - h. Follow the direction of his employer.
6. The District had previously raised concerns with Sanderson as follows:

- a. On February 12, 2015, the District issued Sanderson a letter of discipline following allegations that he had not properly supervised students in his care. The District suspended him without pay for three days and required him to enroll in a professional boundaries course. In May 2017, Sanderson completed the course, *Reinforcing Respectful Professional Boundaries*, through the Justice Institute of B.C.
 - b. On May 19, 2021, the District issued Sanderson a letter of discipline and suspended for one day without pay following allegations that he had failed to follow District Covid-19 protocols.
 - c. On January 5, 2022, the District issued Sanderson a letter of discipline and suspended him for two days without pay after Sanderson brought a ball python to the School as part of his Halloween costume.
7. On July 6, 2022, the Commissioner entered into a consent resolution agreement with Sanderson in respect of the conduct set out at paragraph 6(c) above. Under the terms of the agreement, Sanderson agreed to a reprimand.
8. On February 15, 2023, the Commissioner considered this matter and determined to propose a consent resolution agreement to Sanderson, 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. Sanderson 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. Sanderson admits that the facts set out in paragraphs 1 to 7 of this Agreement are true.
12. Sanderson 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.
13. Sanderson 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.
14. Sanderson further agrees to a two-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, on December 14 and 15, 2023.

15. Sanderson also agrees under sections 64(f) and (h) that by **August 30, 2024** (the “First Condition Date”):
- a. He will successfully complete the course *Reinforcing Respectful Professional Boundaries* through the Justice Institute of B.C. (the “Course”) and provide satisfactory proof of completion to the Commissioner by the First Condition Date.
 - b. If Sanderson does not successfully complete the Course by the First 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 “First Extended Date”).
 - c. If Sanderson fails to provide satisfactory proof of completion of the Course by the later of the First Condition Date or the First Extended Date, the Commissioner may require the Director of Certification (the “Director”) to suspend Sanderson’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
16. Sanderson also agrees under sections 64(f) and (h) that by **August 30, 2024** (the “Second Condition Date”):
- a. Sanderson will complete six counselling sessions with a registered psychologist or clinical counsellor focused on maintaining appropriate professional boundaries and appropriate communications with students.
 - b. Sanderson will provide the registered psychologist or clinical counsellor with a copy of this Agreement before the counselling sessions begin.
 - c. Sanderson will provide the Commissioner with a letter from the registered psychologist or clinical counsellor which:
 - i. confirms that Sanderson has completed the six counselling sessions;
 - ii. provides the dates of the counselling sessions and the topic(s) addressed;
 - iii. confirms that Sanderson provided a copy of this Agreement to the registered psychologist or clinical counsellor before the counselling sessions began.(the “Letter”)
 - d. Sanderson will provide the Commissioner with answers to the following reflective questions:

- i. In retrospect, and following completion of the counselling sessions, how do you view your past conduct?
- ii. Moving forward, what skills, insights, strategies, and tools will you incorporate into your practice to address the concerns identified in the District's report?
- iii. What assurances can you provide the Commissioner that similar conduct will not reoccur?

(the "Reflections")

- e. If Sanderson does not provide the Commissioner with the Letter and the Reflections by the Second Condition Date, he will immediately advise the Commissioner in writing of the reason(s) he has not done so 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 "Second Extended Date").
 - f. If Sanderson fails to provide the Commissioner with the Letter and the Reflections by the later of the Second Condition Date or the Second Extended Date, the Commissioner may require the Director to suspend Sanderson's certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he provides the Commissioner with the Letter and the Reflections.
17. In determining that a two-day suspension, course requirement, and counselling sessions are appropriate consequences, the Commissioner considered the following factors:
- a. Sanderson continued to breach professional boundaries with his students despite having taken the JIBC course, *Reinforcing Respectful Professional Boundaries* in 2017.
 - b. Sanderson has been previously disciplined by the District on three occasions, and by the Commissioner on one occasion, following incidents where he displayed poor judgment in his interactions with students.
 - c. The punitive and physical nature of Sanderson's discipline of students for relatively minor incidents, and specifically having students perform push-ups as a form of punishment, does not result in a positive, safe, and inclusive learning environment.
18. Sanderson 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 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*.
20. Sanderson 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 Sanderson of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
23. Sanderson 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 Sanderson has admitted to the conduct and matters set out in this Agreement.
24. Sanderson 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 Coquitlam, B.C.
this 28 day of November, 2023.


Arthur Owen Sanderson

Signed in Coquitlam, B.C.
this 4th day of December, 2023.


Ana R. Mohammed, Commissioner