



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

AND

IN THE MATTER CONCERNING

A TEACHER



CONSENT RESOLUTION SUMMARY

This summary is published under section 54(3) of the Teachers Act to protect the identity of a student who was harmed, abused or exploited by the teacher.

1. The Teacher holds a valid professional Certificate of Qualification.
2. At all material times, the Teacher was employed as a high school teacher by a school district in B.C. (the “District”) at a District school (the “School”).
3. On January 3, 2019, the District made a report to the Commissioner regarding the Teacher, under section 16 of the *School Act*.
4. Between 2016 and 2018, the Teacher breached professional boundaries with students as follows:
 - a. Between June and August, 2017, the Teacher used Facebook messenger to exchange a number of messages with Student A about movie recommendations. Student A reported feeling uncomfortable with these exchanges and reported them to School administrators.
 - b. On December 18, 2017, the District issued the Teacher a letter of direction reminding them that communicating with a student outside of the educational setting and outside the school calendar year and school day, crosses acceptable boundaries. The Teacher was also instructed not to discuss the matter with anyone other than their union representative.
 - c. In February, 2018, the Teacher approached Student A at the School. The Teacher



- indicated that they were not sure if they should be addressing Student A, but that they wanted to offer Student A an apology; could not understand why Student A had made a report; and that the Teacher was adversely affected by the District's investigation into their conduct. This interaction affected Student A negatively.
- d. During the 2016/2017 school year, the Teacher pulled on Student B's ponytail on several occasions, and poked them in the stomach once. Student B reported feeling uncomfortable as a result.
 - e. During the 2016/2017 school year, the Teacher used inappropriate language in the classroom, including "fuck" and "bitch". The Teacher also used the words "retarded" and "bitch", but did not refer to any specific students using those terms. In addition, the Teacher used inappropriate terms of endearment with female students on occasion.
5. On January 3, 2019, the District issued the Teacher a letter of discipline. The Teacher was suspended for 12 days without pay. The Teacher was also required to complete the Justice Institute of B.C. course, *Reinforcing Professional Boundaries*. The Teacher completed the course in March, 2019, and was also transferred to a different District school.
 6. On [REDACTED] the Teacher entered into a consent resolution agreement with the Commissioner in which they agreed that their conduct described in paragraph 4 above constitutes professional misconduct and is contrary to Standard #1 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
 7. Under the terms of the consent resolution agreement, the Teacher agreed to a 3-day suspension of their certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. Two of the suspension days were served retroactively.
 8. In determining that a 3-day suspension is an appropriate consequence, the Commissioner considered the following factors:
 - a. the Teacher engaged in inappropriate communications both in person and over electronic media with a student;
 - b. the Teacher failed to appreciate the impact and effect of their behaviour on Student A; and
 - c. the Teacher has completed remedial coursework and received a 12-day suspension from the District.