



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

**AND**

**IN THE MATTER CONCERNING**

**A TEACHER**

**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. The Teacher held an Interim Professional Certificate of Qualification, No. [REDACTED]. It was issued by the B.C. College of Teachers (the “College”) under the *Teaching Profession Act* on August 21, 2006, and was valid from September 1, 2006, until June 30, 2011.
2. The Teacher holds a valid Professional Certificate of Qualification, No. [REDACTED]. It was issued by the College under the *Teaching Profession Act* on January 2, 2009, is valid from January 1, 2009, and continued under the *Teachers Act* as of January 9, 2012.
3. At all material times, the Teacher was employed as a teacher at an independent school in the province of B.C. (the “School”).
4. On July 17, 2023, the School principal made a report to the Commissioner regarding the Teacher, under section 7 of the *Independent School Act*.
5. The following events occurred when the Teacher was teaching a Grade 8 class:
  - a. When Student A asked for permission to use the bathroom. The Teacher denied the request, even though Student A explained the reason why they needed to use the bathroom.
  - b. Failing to allow Student A to use the bathroom as requested resulted in a very embarrassing situation for Student A which caused Student A to cry.
6. The Teacher resigned from the School.
7. Two years prior to the incident described in paragraph 5 above, the School had issued the

Teacher a letter of expectation in which the Teacher was reminded of the following:

- a. There is no place for sarcasm, belittlement or shame in the learning and work environment at the School.
  - b. When students ask to use the bathroom, the Teacher must allow them to do so. If the Teacher had concerns about a student's use of the bathroom, or found a worrying pattern of bathroom use requests, the Teacher was to discuss this with a supervising adult rather than the student.
8. On [REDACTED] the Teacher entered into a consent resolution agreement with the Commissioner in which the Teacher admitted that their conduct described in paragraph 5 above constitutes professional misconduct under section 63 of the *Teachers Act* and is contrary to Standard #1 of the *Professional Standards for BC Educators, June 2019*.
  9. The Teacher agreed to a five-day suspension of their certificate of qualification under sections 53 and 64(b) of the *Teachers Act*.
  10. The Teacher further agreed under sections 64(f) and (h) of the *Teachers Act*, that by March 31, 2025, the Teacher will complete the course, *Creating a Positive Learning Environment*, through the Justice Institute of B.C.
  11. In determining that a five-day suspension and course requirement are appropriate consequences, the Commissioner considered the following factors:
    - a. The Teacher had been previously told by the School not to prevent students from going to the bathroom.
    - b. The Teacher's conduct did not foster Student A's mental or physical well-being.
    - c. The Teacher failed to create a positive classroom environment for students.