



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

AND

IN THE MATTER CONCERNING

AUSTIN OSAZUWA UZAMA

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

AUSTIN OSAZUWA UZAMA
(“Uzama”)

BACKGROUND and FACTS

1. Uzama holds a valid Professional Certificate of Qualification, No. ██████████, issued by the Director of Certification (the “Director”) under the *Teachers Act* on September 15, 2016 and valid from that date.
2. Uzama was employed as an elementary school teacher at an independent school in Maple Ridge (the “Independent School”), between September and November 2018,
3. On December 11, 2018, the principal of the Independent School made a report to the Commissioner regarding Uzama, under section 7 of the *Independent Schools Act*.
4. Between September and November of 2018, while Uzama was teaching a class of grade 5 students at the Independent School, the following events occurred:
 - a. On at least one occasion, Uzama disciplined students in the class, while other students were present, which demeaned and embarrassed the students who were

disciplined.

- b. On one occasion when the students were getting ready to go out for Daily Physical Activity, Uzama said to the students that “the girls are going to kick the boys’ asses today” during the activity.
 - c. Around Hallowe’en, Uzama showed the students in his class a YouTube video, called “Jalal’s Scary Hallowe’en Prank 3” (the “Video”). He showed the Video during lunch hour when students were in the class. This Video was not age appropriate, and contained disturbing scenes which were scary to some students. While Uzama was showing the Video, some students covered their ears and turned away from the Video. One student was impacted by the Video for days.
5. On November 8, 2018, the Independent School terminated Uzama’s employment.
 6. Uzama was dishonest about his training and qualifications when he applied for employment on August 20, 2016 with School District No. 37 (Delta). He wrote in his cover letter: “I have started a post baccalaureate diploma in Teaching English/French as a Second Language”. Uzama knew this statement was not true when he made it, as he had never applied for entry into such a program nor taken a course in such a program.
 7. Uzama was dishonest when he submitted a written response to the Branch on July 7, 2019, regarding his conduct while employed at the Independent School. In this response, he wrote that “I immediately resigned my contract from Delta school district and my sessional position at UBC’s Education faculty to commit myself fully” to [the Independent School]. Uzama knew this statement was not true when he made it, as both resignations were made primarily for other reasons.
 8. Uzama was dishonest when he was interviewed over several days in 2021 by the Branch investigator during the investigation under the *Teachers Act*, as follows:
 - a. He stated that he had been awarded a Graduate Certificate in Child and Youth Mental Health by Thompson Rivers University in 2016. Uzama knew this statement was not true when he made it, as at the time of the interview on February 5, 2021, he had not been awarded this Graduate Certificate.
 - b. Uzama stated that he had never been investigated or interviewed before related to his teaching. He knew that statement was not true when he made it, as he had been interviewed in three investigations by School District No. 37, when he was employed by that district in 2017 and 2018.

- c. Uzama stated that he had been issued a teaching certificate in Japan to teach in the Kindergarten to Grade 12 school system, which he still maintained. He knew this statement was not true when he made it, as he had never been issued a certificate to teach in Japan.
 - d. Uzama stated that the parent of a student slapped his face at the grade seven graduation night, while he was standing next to the principal and vice-principal. He knew this statement was not true when he made it.
9. On March 25, 2022, the Commissioner issued a citation to Uzama, under section 56 of the *Teachers Act*.
 10. On September 2, 2022, the Commissioner considered these matters and determined to propose a consent resolution agreement to Uzama, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

11. This Agreement is made under section 53 of the *Teachers Act*.
12. Uzama 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”).
13. Uzama admits that the facts set out in paragraphs 1 to 9 of this Agreement are true.
14. Uzama admits that the conduct described in paragraphs 4, 6, 7 and 8 of this Agreement constitutes professional misconduct and the conduct in paragraphs 6, 7, and 8 also constitutes conduct unbecoming. The conduct described in paragraph 4 is contrary to Standard #1 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012. The conduct described in paragraph 6 is contrary to Standards #1 and 2 of those *Standards* and the conduct at paragraphs 7 and 8 is contrary to Standards #1 and 2 of the *Professional Standards for BC Educators*, June 2019.
15. Uzama agrees to a two week suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from October 1, 2022 to October 14, 2022, inclusive.

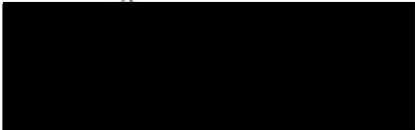
16. Uzama agrees under section 64(f) and (h) of the *Teachers Act* that by March 31, 2023 (the “Condition Date”):
 - a. He will successfully complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
 - b. If Uzama 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 Condition Date to a later date (the “Extended Date”).
 - c. If Uzama 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 Uzama’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as Uzama successfully completes the Course.
17. In determining that a suspension and course are appropriate consequences, the Commissioner considered the following factors:
 - a. Uzama failed to create a positive learning environment for students when he did not treat them with respect and dignity.
 - b. Uzama gave false information during the investigation under the *Teachers Act* and also gave false and misleading information to a prospective employer.
18. Uzama 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. On the execution of this Agreement by the Commissioner on the Effective Date, no further action will be taken under sections 53 or 56 of the *Teachers Act* with respect to the matters contained in this Agreement, unless Uzama does not comply with one or more of the terms of this Agreement.
20. The Director of Certification will record the terms of this Agreement on the Ministry of Education’s online registry under section 79(d) of the *Teachers Act*.

21. Uzama 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: www.teacherregulation.gov.bc.ca.
22. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
23. A breach by Uzama of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
24. Uzama 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 Uzama has admitted to the conduct and matters set out in this Agreement.
25. Uzama acknowledges that he has voluntarily entered into this Agreement after being advised of his right to obtain independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Surrey, B.C.
this 6th day of September, 2022.


Austin Osazuwa Uzama

Signed in Vancouver, B.C.
this 8 day of September, 2022.


Howard L. Kushner, Commissioner