



DISCIPLINE CASE SUMMARY

a. Erland John Carlson (D.O.B. 1945/03/06)

b. Professional Misconduct.

c. A hearing sub-committee of the College of Teachers met on March 9, 10 and 31, and April 1, 1998 in the Green Timbers Rooms of the Sheraton Guildford, 15269-104 Avenue, Surrey, BC, to enquire into allegations of professional misconduct. The panel also met on April 29, 1998 in the Boardroom of the College offices to hear submissions as to penalty. The report and recommendations of the hearing panel were presented to Council on August 21, 1998.

d. The citation alleged that between September 1992 and December 1993, Erland John Carlson, while employed by School District #35 (Langley), engaged in conduct towards a female employee which amounted to a pattern of abuse of power and sexual harassment. The citation further alleged that during the same time period, in the same school district, Mr. Carlson engaged in inappropriate and improper conduct towards students by continuing to use and implement time-outs and in-school suspensions after being directed by members of senior staff to cease using those methods. It is also alleged that Mr. Carlson used punitive and inflexible methods when dealing with the students involved in the Langley School District Behaviour Disorder Program (the "BD Program"); disregarded BD Program team decisions and school board policies when dealing with the students; and imposed his own religious views upon the students and their families.

e. The hearing panel determined that Erland John Carlson had sexually and personally harassed the female employee and had abused his power in dealing with that employee. The panel further found that Mr. Carlson had repeatedly engaged in inappropriate and improper conduct towards students in his use of unacceptable techniques in regard to time-out and in-school suspensions. Mr. Carlson repeatedly disregarded directions from his supervisors in refusing to stop using his own techniques, in working with students not enrolled in the program, and in counselling parents.

f. The panel recommended that Erland John Carlson's certificate of qualification be cancelled and his membership terminated. Council adopted this recommendation.