



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

COMMISSIONER FOR **TEACHER REGULATION**



ANNUAL
REPORT

2022/2023



BRITISH COLUMBIA
COMMISSIONER FOR
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September 29, 2023

The Honourable Rachna Singh
Minister of Education and Child Care
PO Box 9045 Stn Prov Govt
Victoria, BC V8W 9E2

Dear Minister Singh:

It is my honour to present to you the 2022-2023 Annual Report for the Office of the Commissioner for Teacher Regulation. This report covers the period from July 1, 2022 to June 30, 2023.

This report has been prepared and submitted in accordance with section 5 of the *Teachers Act*.

Sincerely,

Ana R. Mohammed
Commissioner

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Commissioner's Message



ANA MOHAMMED

I am honoured to serve British Columbians as the third Commissioner for Teacher Regulation. I look forward to fulfilling my responsibilities as I ensure that teacher competence and conduct concerns are addressed fairly and in the public interest. I approach this role from the perspective of my human rights experience and training, as well as my lived experience as a mother of two and a first-generation Canadian woman of colour. In my more than three decades in the human rights field, I witnessed that the “arc of the moral universe is long, but it bends toward Justice,”¹ regarding our increased commitment to equity, diversity, inclusion, truth and reconciliation, and healing. In 2023, the majority of British Columbians expect their society, government, workplaces and education system to be more inclusive, respectful and equitable. We are now

also mindful that emotional and psychological harm caused to a young person, by a person in a position of trust, can be pervasive. British Columbians entrust their children to teachers during the kindergarten to Grade 12 school years and expect a safe learning environment that offers respect, inclusivity and equity. I am committed to ensuring that BC students have the learning environment they deserve and the one British Columbians expect in our socially evolving society.

As Commissioner, it is my responsibility to oversee the regulatory discipline process for BC certified K-12 teachers, as set out by the Teachers Act. The Ministry of Education and Child Care is the operational arm of the regulatory structure created by the Teachers Act and, through the staff at the Teacher Regulation Branch (TRB), the Ministry provides administrative support to the Commissioner. Reports from teachers, schools and school districts about teacher conduct or competence, as well as complaints from the public, are submitted to the TRB. With the support of the TRB staff, I gather and review relevant information and decide which process is appropriate to address a complaint or report. Reports and complaints may be resolved by proceeding to an investigation, taking no further action (NFA), offering a consent resolution agreement (CRA), or issuing a citation (ordering a hearing) where the teacher declines the CRA. I have favoured a remedial and educational approach to addressing teacher conduct. I prefer utilizing CRAs that include educational training and remedial support, offering informal resolutions, and utilizing NFA letters with enhanced advisory language. This approach can greatly shorten processing time and the stress on parties, but it requires engagement and cooperation from the teacher and their representative.

¹ Dr. Martin Luther King, Jr.

I also promote adherence to the Professional Standards for BC Educators (the Standards). In my view, Standards 1 and 9 are of particular importance in ensuring that there are learning environments that foster inclusion, diversity, equity and respect. Among other things, Standard 1 requires teachers to “respect and value the diversity of their classrooms, schools and communities, inclusive of First Nations, Inuit and Métis, and other worldviews and perspectives.” Standard 9 was added to honour the Truth and Reconciliation Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples. Standard 9 underscores the vital role teachers have in supporting truth, reconciliation and healing, and promoting the success of First Nations, Inuit, and Métis students. As the Honourable Murray Sinclair has stated, “Education holds the key to reconciliation. It is where our country will heal itself.” I look forward to working collaboratively with our partners, including the BCTF, BCTC, FNEESC and other partner groups, in areas where we have the shared objective of promoting a better education system.

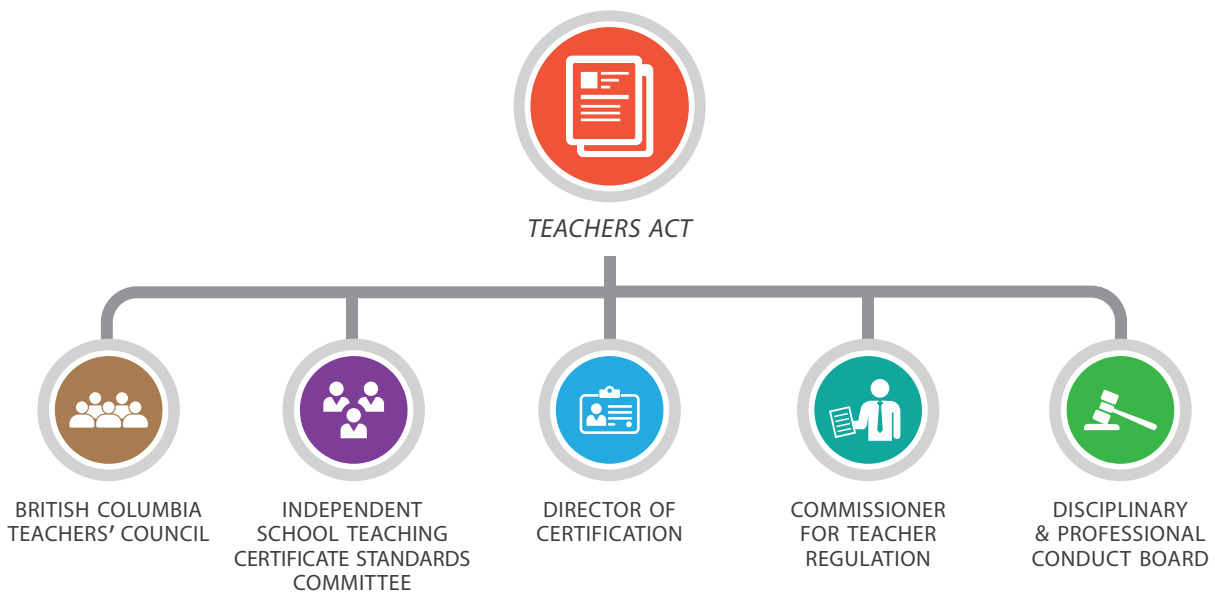
Most teachers are committed, caring and knowledgeable individuals who act in the interest of their students. They strive to provide the best learning environment. Many proactively work to educate themselves so that they meet all standards. As a mother of two, I saw the dedication of BC teachers firsthand when my children went through the K-12 public school system. The TRB statistics on teachers bear out this dedication. Of the over 75,000 BC teachers, the TRB receives, on average, over 250 reports and complaints a year. This amounts to less than one percent of teachers.

I would like to express my heartfelt gratitude to the hard-working and committed TRB staff. I would be unable to do the work entrusted to me without the support of the excellent TRB team and other Ministry staff. I look forward to serving British Columbians over the next five years and to reporting annually on our progress.

Respectfully,
Ana R. Mohammed, Commissioner

The Regulatory Structure

The regulatory structure for BC certified teachers, administered by the Ministry of Education and Child Care, consists of five separate and distinct bodies. Each plays a unique role under the Teachers Act.



In this report, the term “teacher” refers to an individual who holds a Certificate of Qualification, a Letter of Permission or an Independent School Teaching Certificate. “Teacher” includes superintendents, principals, vice-principals, and classroom teachers.



Commissioner for Teacher Regulation

- Receives reports and complaints regarding teacher conduct and competence.
- Oversees all disciplinary processes for teachers working in the public and independent school systems.
- Conducts preliminary reviews of certification appeals.
- Appoints three-member hearing panels to consider evidence and submissions at discipline hearings.
- Appointed by Lieutenant Governor-in-Council.
- Is supported by the Professional Conduct Unit at the Teacher Regulation Branch of the Ministry of Education and Child Care.



Disciplinary and Professional Conduct Board

- Consists of nine BC Teachers' Council members appointed by the Minister.
- The Commissioner draws from this group as well as a pool of lay people with legal/adjudicative experience to serve on three-member hearing panels.



Director of Certification

- Issues, suspends and cancels Certificates of Qualification, Independent School Teaching Certificates and Letters of Permission.
- Maintains the Online Registry of Certificate Holders, their certificate status, and any disciplinary action, if relevant. This list is publicly accessible on the Ministry of Education and Child Care website.
- Ministry of Education and Child Care staff member.



BC Teachers' Council

- Consists of 15 elected or appointed members, and one non-voting Ministry of Education and Child Care representative, for a total of 16 members.
- Sets certification standards for applicants, sets competence and conduct standards for applicants and certificate holders, sets teacher education program approval standards, and determines if teacher education programs meet these standards.



Independent School Teaching Certificate Standards Committee

- Consists of three members who have been appointed by the Minister of Education and Child Care.
- Establishes the standards that are required to be issued and to maintain an independent school teaching certificate.

The Discipline Process

Complaints and Reports

The School Act, Independent School Act, and Teachers Act consider a range of misconduct and incompetence that may be the subject of discipline at the regulatory level, from behaviour that harms, disadvantages or endangers students, to actions that bring the teaching profession into disrepute. When determining if a teacher's behaviour amounts to misconduct or incompetence, the conduct is measured against established sets of regulatory standards. In the case of teachers holding a certificate of qualification, the conduct is assessed against the Professional Standards for BC Educators (see Appendix A) as established by the British Columbia Teachers' Council under the Teachers Act; for teachers holding an independent school teaching certificate, the conduct is assessed against the Professional Standards for Independent School Teaching Certificate Holders (see Appendix B), formerly the Independent School Teacher Conduct and Competence Standards, as established by the Independent School Teaching Certificate Standards Committee under the Independent School Act.

Under the Teachers Act, the discipline process can be initiated through three different avenues: a report from a school district or independent school authority, a complaint from a member of the public or other education authority about a teacher's misconduct or incompetence, or a Commissioner-initiated investigation upon becoming aware of a possible breach of either of the two sets of standards (Standards for Educators in British Columbia). Legally, a school board or independent school principal must make a report to me when a teacher has been suspended, disciplined for serious misconduct or dismissed. If a teacher resigns, the superintendent or independent school principal must report the circumstances if it is in the public interest to do so. In addition, the superintendent or independent school principal must make a report, if it is in the public interest, when a teacher's conduct or competence is considered to be in breach of the Standards for Educators in British Columbia.

A Commissioner-initiated investigation may be triggered in a variety of ways, including publication of a media report, receipt of a self-report from a teacher or upon notification from the Ministry of Public Safety & Solicitor General or the Ministry of Attorney General.

Examples of reports and complaints that I receive include inadequate or inappropriate classroom management; physical, verbal or sexual misconduct; anger management issues; possession of child pornography; failure to supervise students; and off-duty misconduct.

The Intake Process

Reports and complaints containing allegations of teacher misconduct/incompetence are handled administratively by intake officers in the professional conduct unit (the PCU). Intake officers play an important role as they are the first point of contact with the public, school boards and independent school authorities. Their role is to guide individuals through the complaint and report processes, offer information about any alternative processes and support the complainant to provide as much relevant information as possible. Intake officers create a file for each matter received, and they ensure that all the necessary documentation and information is available to allow me to conduct a preliminary review of the report or complaint.

Preliminary Review

Each report or complaint that is submitted to me undergoes a preliminary review. During this process I examine, with the PCU staff, any material that accompanies the complaint or report. The Teachers Act provides that I determine whether:

- the matter is not within my jurisdiction (i.e., whether the matter relates to a current or previously certified teacher),
- the matter is frivolous or made in bad faith,
- the matter has no reasonable prospect of resulting in an adverse finding by a hearing panel,
- it is not in the public interest to take any further action, and
- the matter has not been pursued in a timely manner.

If any of these factors apply, I may decide to take no further action. During the 2022-2023 school year, 31 percent of complaints and reports were dismissed at this stage in the disciplinary process. If additional information is required following a preliminary review, I may direct the matter to the investigation process for further evidence gathering.

Deferral

In some cases, I may defer a misconduct or incompetence matter while another process is concluded, such as a criminal court process or a medical or treatment process when the behaviour that gave rise to the conduct might be attributable to a disability such as addiction or a mental health disorder. With the conclusion of the other process, or if there is sufficient information to allow me to proceed with the regulatory discipline process, I may refer the file to investigation, propose a consent resolution, issue a citation or take no further action.

Investigation

An investigation determines and records the facts pertaining to a complaint or report; it does not provide recommendations for resolution. The investigative report that is generated by the office may be shared with the teacher who is under investigation. The teacher is provided the opportunity to identify errors or to explain any facts included in the report, which may prompt further examination. After the investigation process, I review the matter further with PCU staff and the Ministry of Attorney General lawyers who have been assigned to assist me. In the 2022-2023 school year, 54 percent of the investigations conducted resulted in a decision to take no further action following an investigation or other process. Otherwise, the matter typically enters the consent resolution stage.

Consent Resolution

As an alternative to a hearing, the Teachers Act provides for a consent resolution process. Most of the cases resulting in disciplinary action are resolved through this voluntary process. At any time after a preliminary review and before a hearing, I may offer or accept a consent resolution agreement. When I offer consent resolution, an agreement is drafted and provided to the teacher or the counsel representing the teacher. The agreement contains:

- the terms agreed upon by the Commissioner and the teacher;
- one or more admissions of professional misconduct or incompetence related to a report, complaint or a Commissioner-initiated investigation; and
- the discipline consequences (e.g., reprimand, suspension or cancellation of a certificate or a requirement to undertake remedial education).

The terms in a consent resolution agreement are typically proposed with a time limit, which is meant to encourage the prompt resolution of the matter before a citation for a hearing is issued, announced publicly and scheduled before a panel. The matter can still be concluded at any time before it proceeds to the hearing.

The disciplinary outcome of the consent resolution process varies depending on the misconduct or incompetence of the teacher. Outcomes can range from a reprimand to the cancellation of the teaching certificate. A record of all disciplinary matters and outcomes is maintained and is available at <https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/boards-commissions-tribunals/commissioner-for-teacher-regulation/discipline-outcomes-statistics>.

Citations and Hearings

Reports and complaints that are not resolved after a preliminary review, the investigative process, or that cannot proceed further with consent resolution, move ahead to a citation and hearing.

The Teachers Act provides that I establish a panel to conduct a hearing and that each panel consists of three members. Two individuals are selected from a pool of nine Disciplinary and Professional Conduct Board members, and one individual is selected from a pool of lay people with legal experience and/or experience participating in administrative hearings.

Unless a panel determines otherwise, all hearings are open to the public. Under the Teachers Act, the panel can decide to close all or part of a hearing if it determines that the interests of a person affected by the proceedings or the public interest outweigh the benefits of a public hearing.

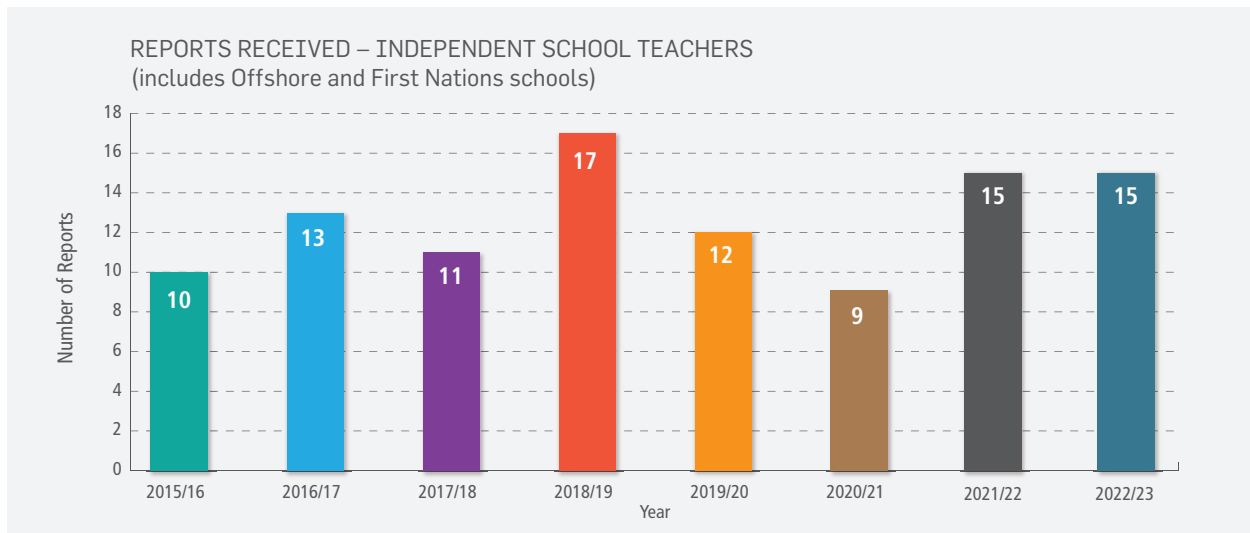
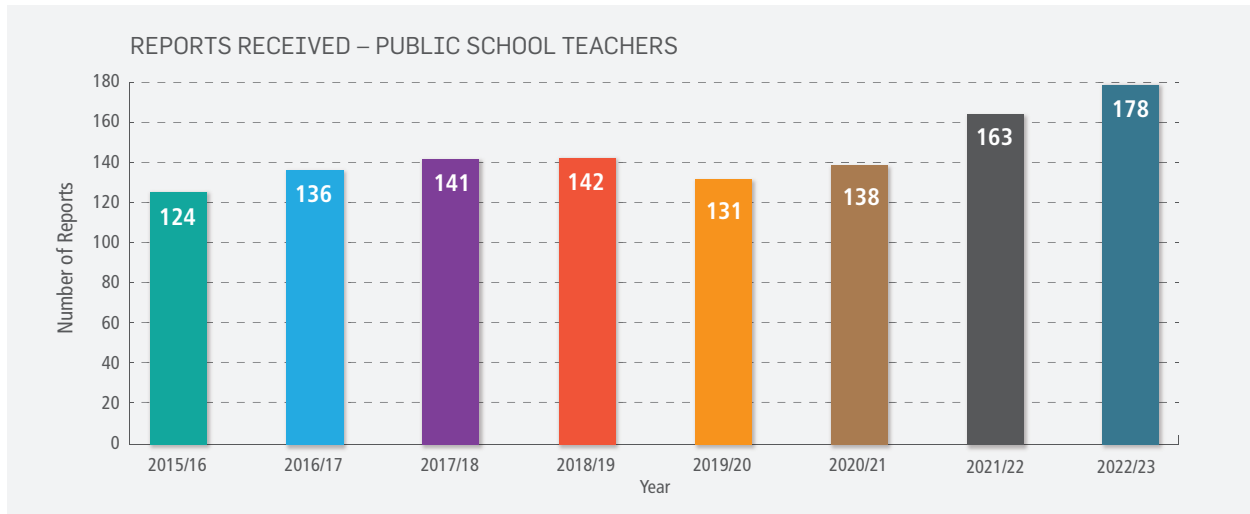
After a hearing is held, a panel must decide if the teacher is guilty of professional misconduct, conduct unbecoming or incompetence, or whether a citation should be dismissed and no further action taken. If misconduct or incompetence is found, the panel determines the consequences, which could include a reprimand, a suspension, the placement of limitations or conditions on a teaching certificate or the cancellation or no reissuance of a teaching certificate. The panel is required to give written reasons for its decisions. These decisions are published and are available online, unless the panel determines that doing so would cause significant hardship to a person who has been harmed by the teacher.

The hearing panels' reasons for decision provide guidance in the resolution of other disciplinary cases and may encourage those cases to be settled by consent.

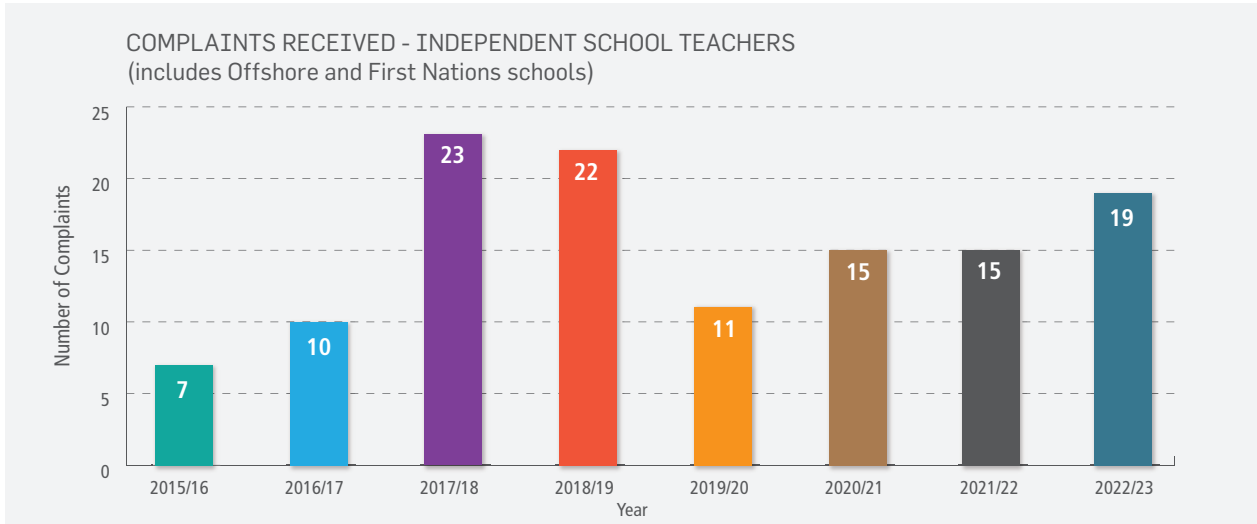
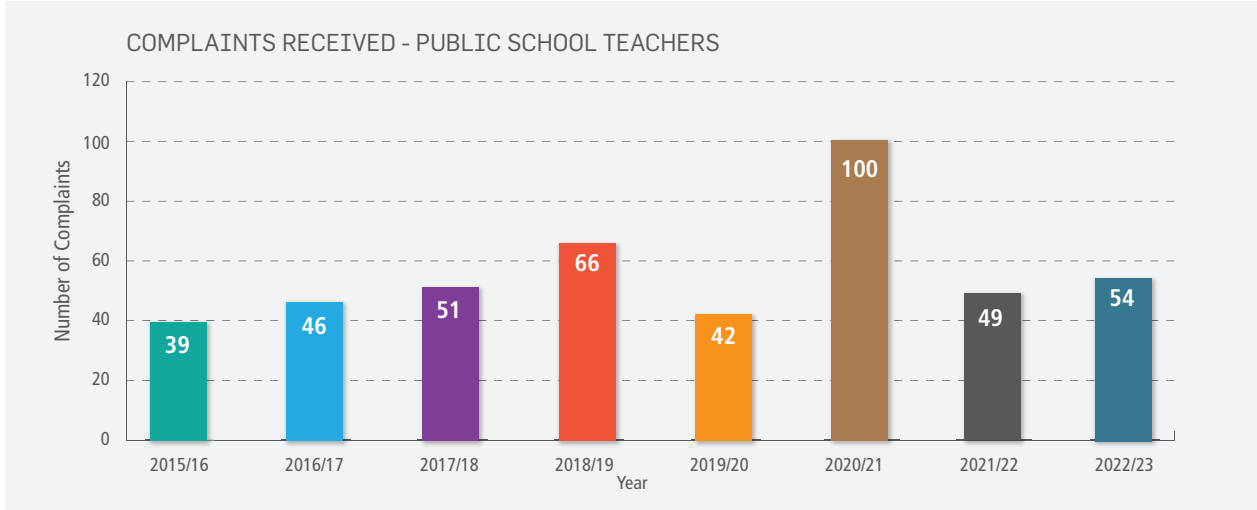
Statistical Review 2022-2023

Reports, Complaints and Commissioner-Initiated Investigations

The statistical review for 2022-2023 presents the statistics by school year.

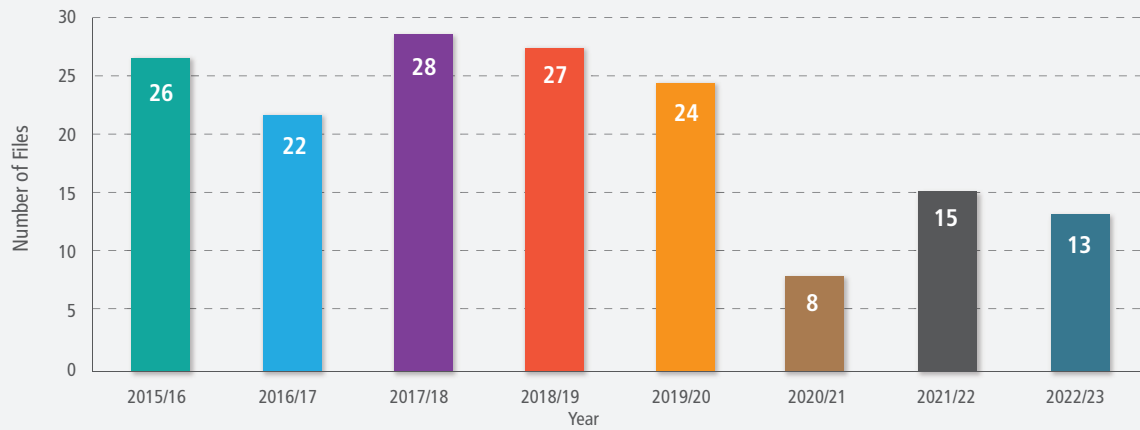


REPORT: a written report to the Commissioner about a teacher who has been suspended, dismissed, disciplined for misconduct that involves physical harm to a student, sexual abuse or sexual exploitation of a student, has caused significant emotional harm to a student; or is believed to have breached the Standards for Educators in British Columbia.

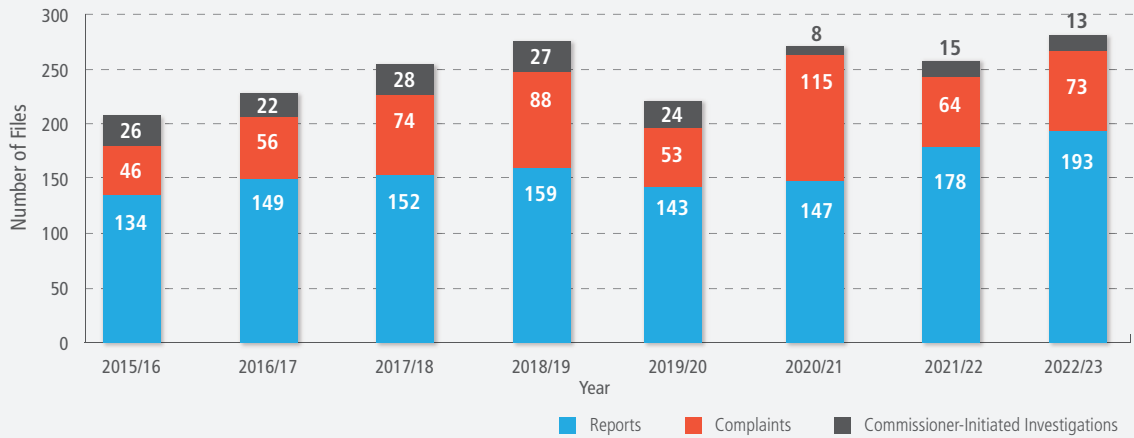


COMPLAINT: a written complaint, usually from a member of the public, to the Commissioner regarding the conduct or competence of a teacher who is believed to have breached the Standards for Educators in British Columbia.

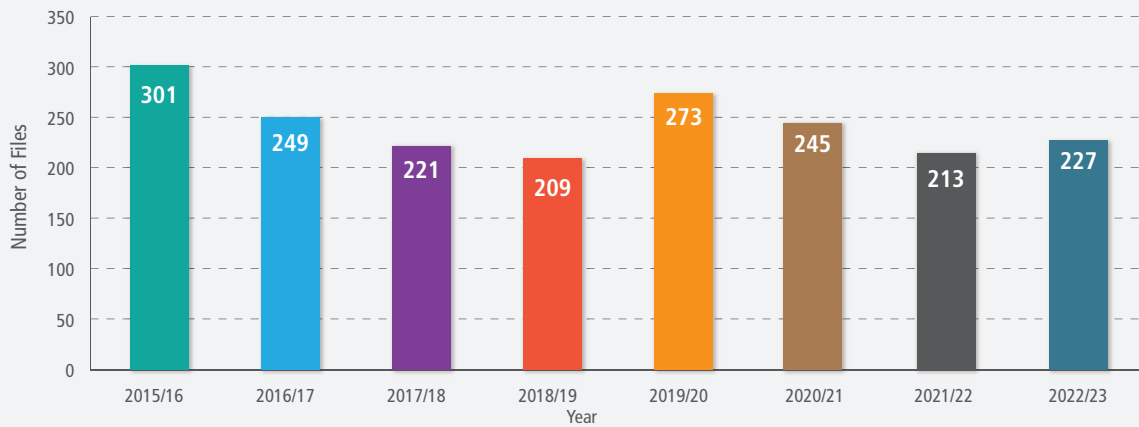
COMMISSIONER INITIATED-INVESTIGATIONS



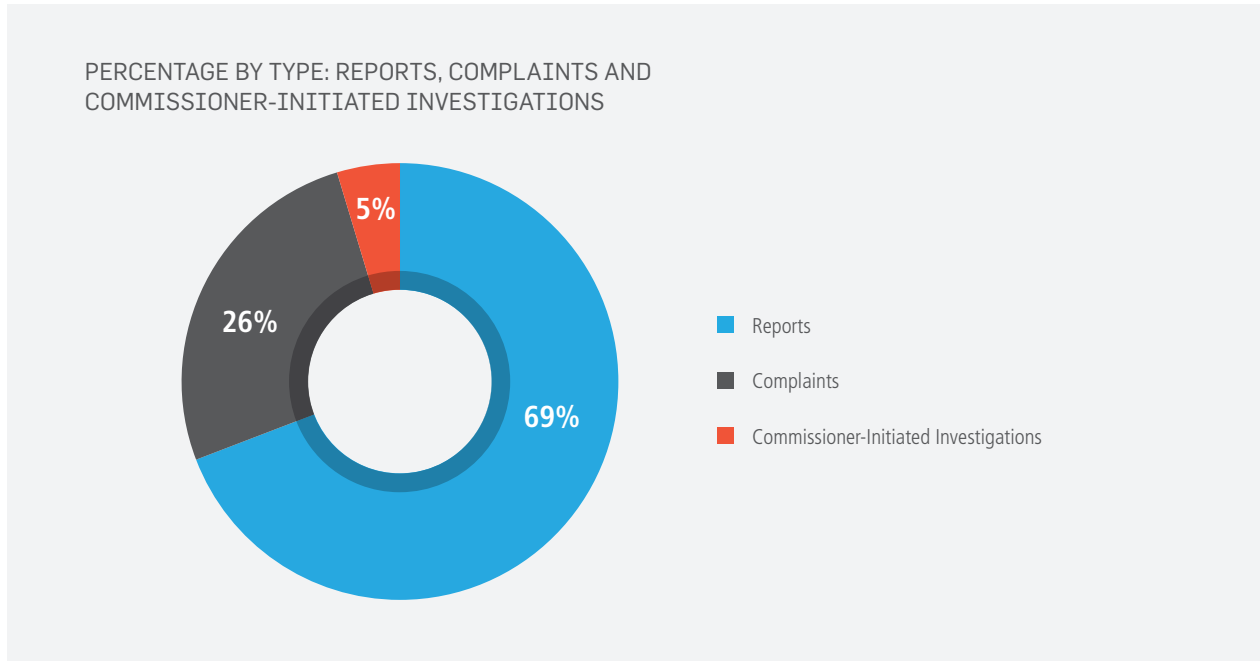
TOTAL REPORTS, COMPLAINTS AND COMMISSIONER-INITIATED INVESTIGATIONS



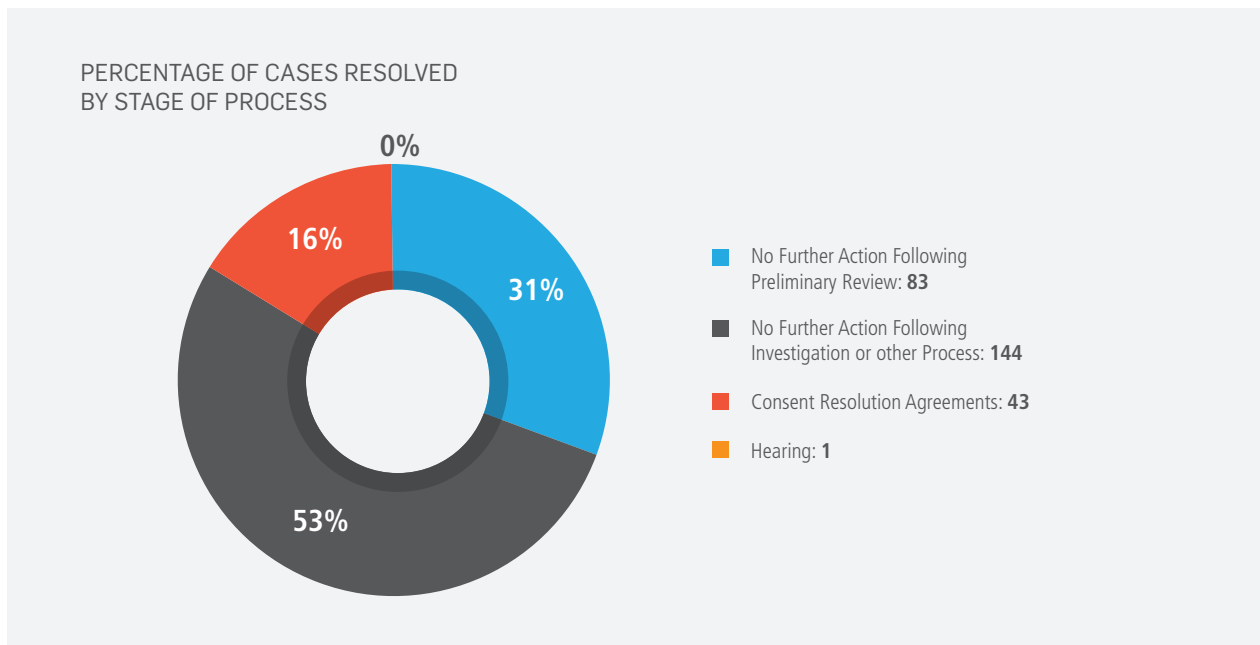
FILE CLOSURES



Who Initiated the Disciplinary Action?



What was the Resolution of the Disciplinary Action?

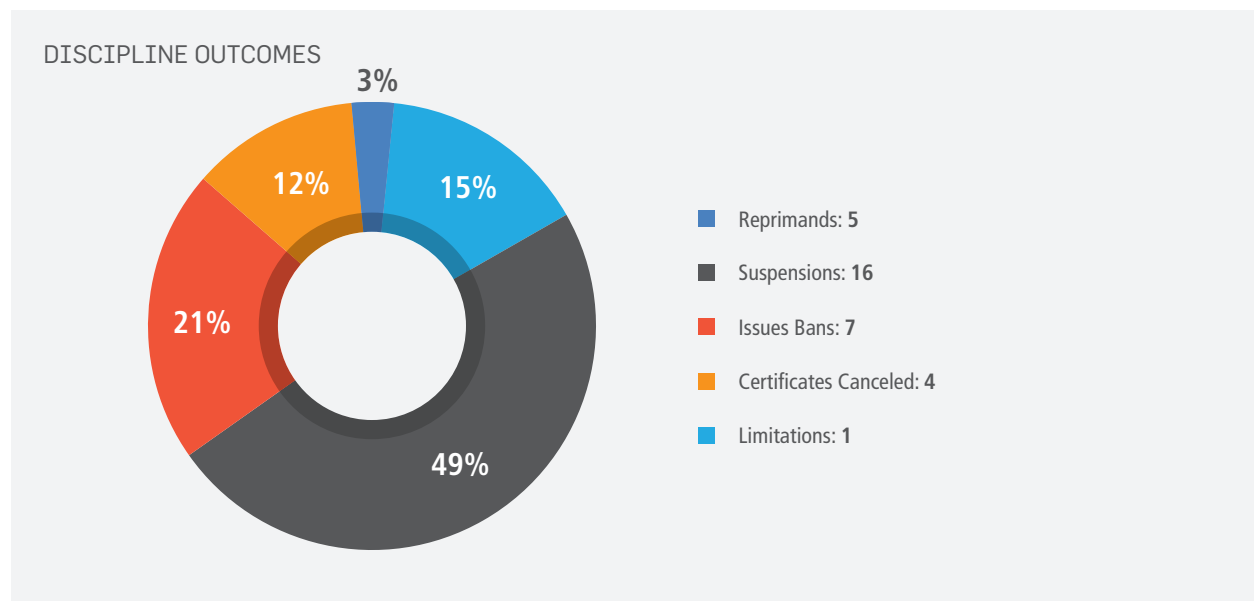


The Discipline Outcomes

The types of sanctions that may be imposed on a teacher who has been found guilty, at the regulatory level, of breaching the Standards for Educators in British Columbia are provided in the Teachers Act. The sanctions vary depending on the severity of the breach and may include:

- a reprimand;
- suspension of a teaching certificate for a fixed period, until certain conditions are met, or until an individual shows he/she is capable of teaching;
- the placement of limitations and conditions on a certificate;
- cancellation of a teaching certificate; or
- a ban on issuance of a teaching certificate for a fixed or indeterminate period of time.

The most imposed sanction in the 2022-2023 school year was a suspension followed by a ban on reissuance of a teaching certificate, where the teacher did not hold a certificate at the time of the discipline sanction. In some cases, there was also the imposition of a requirement that the teacher complete a training course. The Ministry of Education and Child Care has contracted the Justice Institute of BC to provide training courses in classroom management and professional boundaries (see Appendix C), to which we have referred teachers. The least common sanction this year was the placement of a limitation on a teaching certificate.



The Commissioner ensures that concerns about the competence and conduct of teachers are addressed independently, fairly, transparently, in a timely manner, and in the public interest.

Categories of Misconduct

The following tables show the categories of misconduct and the number of reports or complaints that fall into each category. Categories are bolded and the examples of the types of misconduct included in each category are included to the right. In some circumstances, a report or complaint of misconduct by a teacher falls into one or more categories. As a result, the percentages showing may exceed 100 percent.

Sexual misconduct is extremely serious and will usually result in the cancellation of the teacher’s teaching certificate and the likelihood that they will be barred from teaching children for life. Even the accusation of sexual misconduct damages a teacher immeasurably. Sexual misbehaviour, especially toward a child over whom a teacher exercises authority, carries a stigma that exceeds most other forms of misconduct. Extreme care is exercised in dealing with complaints of this nature. Behaviour that exposes a student to physical or emotional harm is also singled out by the legislation for special scrutiny.

Tracking of the categories started in January 2017. Previously, misconduct was more broadly categorized.

The following information reflects the 279 reports, complaints or Commissioner-initiated investigations received in the 2022-2023 school year.

DIRECTLY STUDENT RELATED

Category Descriptor	Examples	Number	Percent
Emotional harm – student	Yelling at students Humiliation Demeaning comments Embarrassing students	118	42%
Inappropriate behaviour before the class	Showing inappropriate videos Angry outbursts Swearing Yelling Talking about inappropriate subjects Thoughtless actions and statements	100	36%

Category Descriptor	Examples	Number	Percent
Breach of school rules	<ul style="list-style-type: none"> Failure to follow critical incident protocols False reporting of student marks Failure to show up for duty Failure to attend to student medical emergencies Failure to follow shop safety rules Under the influence of alcohol or drugs at school Breach of student confidentiality 	112	40%
Physical harm – student	Physical violence of any nature toward student	26	9%
Failure to supervise	<ul style="list-style-type: none"> Losing track of students Prolonged absence from classroom Leaving student(s) unattended 	20	7%
Failure to plan, manage, implement or record	<ul style="list-style-type: none"> Lack of daily and long-term planning Fails to accommodate different learning styles Fails to present new content clearly Reporting of student progress inadequate 	17	6%
Boundary violation – non-sexual – students or minors	Inappropriately befriending student	17	6%
Boundary violation – sexual – students or minors	<ul style="list-style-type: none"> Overt sexual advances Grooming behaviour Sexual innuendo Sexual touching 	18	6%
Social media violation	<ul style="list-style-type: none"> Posting inappropriate material on social media Inappropriately communicating with students on social media Disclosing private student information on social media 	19	7%
Special needs student	<ul style="list-style-type: none"> Inappropriate failure to follow – Individual Education Plans Rude or taunting behaviour toward special needs students Inappropriate discipline of special needs students 	4	1%

NOT DIRECTLY STUDENT RELATED

Category Descriptor	Examples	Number	Percent
Other	Terminated without cause Issues not school related Failure to communicate with parents Insubordination Has received previous direction/discipline on similar issue Harassment – parent	84	30%
Harassment – colleague	Harassing behaviour toward colleagues Sexual harassment of colleague	22	8%
Fraudulent behaviour	Creation of fraudulent documents Fraudulent claims of sick leave or other leave	14	5%
Misappropriation of school property		2	0.1%
Theft of School Monies		2	0.1%
Failure to supervise – colleague	Principal fails to supervise teacher Teacher fails to supervise education assistant	2	0.1%

Appendices

A | Professional Standards for BC Educators

Established by the British Columbia Teachers' Council for individuals who hold a certificate of qualification.

- 1. Educators value the success of all students. Educators care for students and act in their best interests.**

Educators have a privileged position of power and trust. Educators are responsible for the physical and emotional safety of students. Educators respect and value the diversity in their classrooms, schools and communities, inclusive of First Nations, Inuit and Métis, and other worldviews and perspectives. Educators foster students' positive personal identity, mental and physical wellbeing, social and personal responsibility, and intellectual development. Educators engage students in meaningful participation in their own learning. Educators treat students equitably with acceptance, dignity and respect. Educators understand the importance of confidentiality, and protect student privacy, unless disclosure is required by law. Educators do not abuse or exploit students or minors for personal, sexual, ideological, material or other advantage.
- 2. Educators act ethically and maintain the integrity, credibility and reputation of the profession.**

Educators are role models. Educators are held to a higher standard and are accountable for their conduct on duty and off duty. Educators understand the law as it relates to their duties. Educators' individual conduct contributes to the perception of the profession as a whole. Educators know and recognize the importance of the Professional Standards for BC Educators.
- 3. Educators understand and apply knowledge of student growth and development.**

Educators are knowledgeable about how children and youth develop as learners and social beings. Educators demonstrate an understanding of individual learning differences and needs. Educators recognize the importance and connection of cultural identity, ways of being and worldviews to student learning. Educators use this knowledge to inform decisions about curriculum, instruction and assessment. Educators work to create a positive, safe and inclusive learning environment to best meet the diverse needs of students.
- 4. Educators value the involvement and support of parents, guardians, families and communities in schools.**

Educators understand, respect and encourage the participation of families and communities in student learning and development. Educators consider the perspectives of parents/guardians regarding their children. Educators communicate effectively and in a timely manner with parents/guardians.
- 5. Educators implement effective planning, instruction, assessment and reporting practices to create respectful, inclusive environments for student learning and development.**

Educators have the knowledge and skills to facilitate learning for students, including learning experiences that reflect individual contexts and local environments. Educators value collaborative practice. Educators recognize and understand the interconnectedness of all aspects of teaching and learning and employ a variety of instructional and assessment strategies. Educators communicate effectively in either English or French. Educators know when to seek support for their practice and for students.

6. **Educators demonstrate a broad knowledge base and an understanding of areas they teach.**

Educators understand the curriculum and methodologies of areas they teach. Educators teach curricula from Canadian, First Nations, Inuit, Métis, and global perspectives. Educators build upon student capacity for intercultural understanding, empathy and mutual respect. Educators cultivate the values, beliefs and knowledge of Canada's democratic and inclusive society.

7. **Educators engage in professional learning.**

Educators engage in professional learning and reflective practice to support their professional growth. Educators recognize and meet their individual professional needs through various learning opportunities. Educators develop and refine personal philosophies of education, teaching and learning that are informed by research, practice and the Professional Standards for BC Educators.

8. **Educators contribute to the profession.**

Educators honour the profession by supporting, mentoring or encouraging other educators and those preparing to enter the profession. Educators contribute their expertise in a variety of ways, including opportunities offered by schools, districts, school authorities, professional organizations, post-secondary institutions and communities. Educators contribute to a culture of collegiality.

9. **Educators respect and value the history of First Nations, Inuit and Métis in Canada and the impact of the past on the present and the future. Educators contribute towards truth, reconciliation and healing. Educators foster a deeper understanding of ways of knowing and being, histories, and cultures of First Nations, Inuit and Métis.**

Educators critically examine their own biases, attitudes, beliefs, values and practices to facilitate change. Educators value and respect the languages, heritages, cultures, and ways of knowing and being of First Nations, Inuit and Métis. Educators understand the power of focusing on connectedness and relationships to oneself, family, community and the natural world. Educators integrate First Nations, Inuit and Métis worldviews and perspectives into learning environments.

B | Professional Standards for Independent School Teaching Certificate Holders

Established by the Independent School Teaching Certificate Standards Committee for individuals who hold an independent school certificate.

1. Educators value the success of all students. Educators care for students and act in their best interest.
2. Educators act ethically and maintain the integrity, credibility and reputation of the profession.
3. Educators understand and apply knowledge of student growth and development.
4. Educators value the involvement and support of parents, guardians, families and communities in schools.
5. Educators create respectful and safe learning environments through the implementation of effective practices in planning, instruction, assessment and reporting.
6. Educators demonstrate a broad knowledge base and an understanding of areas they teach.
7. Educators value and participate in ongoing professional learning.
8. Educators contribute to the profession through collaboration, reflective practice and sharing with others.
9. Educators respect and value the history of First Nations, Inuit and Métis in Canada and the impact of the past on the present and the future. Educators contribute towards truth, reconciliation and healing. Educators foster a deeper understanding of ways of knowing and being, histories and cultures of First Nations, Inuit and Métis.

C | Justice Institute of BC Courses

In 2022-2023, the Justice Institute of BC continued to offer the following courses: Reinforcing Respectful Professional Boundaries and Creating a Positive Learning Environment. The JIBC's calendar provided a description for each course:

Reinforcing Respectful Professional Boundaries

Teachers face a multitude of pressures and challenges in the modern classroom. Boundaries between the professional educator and the student can become blurred. With evolutions in social media and "student-centred" education approaches, the potential for the blurring of boundaries increases. Through discussion and scenario analysis, this 3-day, face-to-face course will explore the moral and ethical gray zones that surface in professional relationships. Learners will define and identify the types of behaviours and situations that could threaten professional teacher conduct and stature. Finally, participants will acquire assertive communication strategies to respectfully and clearly articulate professional boundaries when challenged. Teachers will then be able to connect authentically with students while maintaining boundaries.

Creating a Positive Learning Environment

Designed for educators in the K-12 system, in this 3-day course learners will deepen classroom management skills by exploring ways to respond to challenging classroom situations where the pressures are numerous, complex, and potentially contentious. Learners will examine how to deal constructively with teaching content process and student relationship issues, heightened emotion, challenging participant behaviours, and conflict. Scenario-based simulations will provide the opportunity to practice relevant communication and intervention skills. Reflective practice will be encouraged through self-reflection and peer feedback.

Although these courses were developed as remedial courses for teachers as part of the consent resolution process, they were offered in the general course offerings of the Justice Institute of British Columbia. They were available to the public and dealt with topics of interest to most teachers.

D | Duty to Report

Under the Teachers Act, the School Act, the Independent School Act, and the Criminal Records Review Act, teachers and employers are required to report or self-report any instance of misconduct or incompetence of a teacher even if discipline has already been imposed at the employment level. The duty to report to the regulatory level protects the safety of children within the public and independent school systems and ensures that teachers who fail to meet the Standards for competence and conduct are held accountable.

Teachers' duty to report

Under section 38 of the Teachers Act, a teacher must promptly provide to the Commissioner a written and signed report if he/she has reason to believe that another teacher has engaged in conduct that involves any of the following:

- Physical harm to a student
- Sexual abuse or sexual exploitation of a student
- Significant emotional harm to a student

Self-reports of relevant or specified offences

Under section 17.9 of the Criminal Records Review Act, teachers are required to self-report promptly to the Director of Certification if they are criminally charged or convicted in relation to a "relevant offence or specified offence." These are offences listed in Schedule 1 or Schedule 3 of the Criminal Records Review Act.

Employers

Under section 16 of the School Act and section 7 of the Independent School Act, boards of education, superintendents and independent school principals or authorities have a duty to report the following to the Commissioner:

- A suspension or dismissal
- A resignation, if it is in the public interest to report the matter
- Discipline for misconduct involving:
 - Physical harm to a student or minor,
 - Sexual abuse or sexual exploitation of a student or minor, or
 - Significant emotional harm to a student or minor
- Conduct or competence considered to be in breach of the certification standards, if it is in the public interest to do so.

E | Resources

Applicable legislation

[Teachers Act](#)

[Commissioner's Regulation](#)

[Commissioner's Rules](#)

[School Act](#)

[Independent School Act](#)

Other relevant legislation

[Criminal Records Review Act](#)

[Administrative Tribunals Act](#)

Standards for Educators in BC

[Professional Standards for BC Educators](#)

[Professional Standards for Independent School Teaching Certificate Holders](#)

[Understanding Your Duty to Report](#)

Complaints

[Making a Complaint FAQs and Toolkit](#)

[Complaint Form](#)

Contact Information

Commissioner for Teacher Regulation – to make comments

Email: CommissionerTeacherRegulation@gov.bc.ca

Intake area – to ask questions about making a complaint

Email: trb.intake@gov.bc.ca

To obtain a copy of these resources or to get more information on the work of the Commissioner, visit <https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/boards-commissions-tribunals/commissioner-for-teacher-regulation>



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