

THE ALBERTA TEACHERS' ASSOCIATION
REPORT OF THE HEARING COMMITTEE
OF THE PROFESSIONAL CONDUCT COMMITTEE

IN THE MATTER OF CHARGES OF UNPROFESSIONAL
CONDUCT AGAINST BRAD ASHLEY GLENN

The hearing committee of the Professional Conduct Committee of the Alberta Teachers' Association reports that charges of unprofessional conduct laid against Brad Ashley Glenn of [Location Redacted] were duly investigated in accordance with the *Teaching Profession Act*. The hearing was held in Barnett House, 110 10 142 Street NW, Edmonton, Alberta, Canada on Monday, October 7, 2013 at 0900.

Professional Conduct Committee members present as the hearing committee were [REDACTED]

[REDACTED] presented the case against the investigated member. The investigated member, Brad Glenn, was not present and was not represented by counsel.

CONSTITUTION/JURISDICTION

There were no objections to the constitution or jurisdiction of the hearing committee.

CHARGES AND PLEA

The following charges were read aloud by the secretary to the hearing committee:

1. Brad Ashley Glenn is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, between December 4, 2009 and May 26, 2010, engaged in conduct for which he, on April 18, 2013 was convicted of an indictable criminal offence where Glenn, being in a position of trust or authority towards or in a relationship of dependency with (Student A), a young person, did for a sexual purpose, unlawfully touch, directly or indirectly, with a part of the body or with an object, a part of the body of (Student A) contrary to section 153(1)(a) of the *Criminal Code* of Canada.
2. Brad Ashley Glenn is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, in or around November 2009 to May 2010, engaged in a sexual relationship with (Student A) knowing that [Gender Redacted] was a [Grade Redacted] student at the time, thus failing to treat (Student A) with dignity and respect.

The investigated member entered a plea of guilty to each of the charges by written submission.

WITNESSES

No witnesses were called.

EXHIBITS FILED

- Exhibit 1—Notice of hearing dated September 24, 2013
- Exhibit 2—Canada Post confirmation of delivery on September 26, 2013
- Exhibit 3—Declaration of awareness of rights, signed by Glenn, dated September 30, 2013
- Exhibit 4—Submission on plea, signed by Glenn, dated September 30, 2013
- Exhibit 5—Proof of Glenn's membership in the Association from February 1, 2001 to May 31, 2010, inclusive
- Exhibit 6—Conviction certificate dated October 16, 2012
- Exhibit 7—Agreed statement of facts, dated April 18, 2012, presented in Provincial Court

PRELIMINARY MATTER

The hearing committee noted a discrepancy in the conviction date between Charge 1 and the conviction certificate. The date in Charge 1 was April 18, 2013 and the date in the conviction certificate was April 18, 2012.

The committee received a submission from [REDACTED] that this was simply a typographic error and the charge could be amended. He advised that he had contacted Glenn by telephone when the error was noticed and obtained Glenn's agreement that Charge 1 should be amended to show the date as April 18, 2012.

The hearing committee accepted the amendment to Charge 1.

EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED THAT:

1. Glenn was a teacher employed by [School Division Redacted], teaching at [School Redacted] and then moving to [School Redacted], at the time of the incidents. (Exhibit 7)
2. Glenn was a member of the Alberta Teachers' Association at the time of the incidents. (Exhibit 5)
3. Student A was in Glenn's [Grade Redacted] [Subject Redacted] class in [Year Redacted] at [School Redacted]. (Exhibit 7)

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4. Glenn initially had a normal teacher student relationship with Student A while [Gender Redacted] was enrolled in his [Subject Redacted] class. They shared some common interests and had good rapport.(Exhibit 7)
5. Student A had a troubled home life and significant health problems but was a good student. (Exhibit 7)
6. Student A wrote a letter to Glenn about late assignments in which [Gender Redacted] also asked for advice about [Gender Redacted] home life. He responded by letter. Student A's parent found the letter and filed a complaint with the school administration. The principal spoke to Glenn but no further action was taken. (Exhibit 7)
7. During the subsequent school year, 2008/09, Glenn no longer taught Student A but he continued to encourage [Gender Redacted] and be part of [Gender Redacted] support network while they were both at [School Redacted]. (Exhibit 7)
8. In February 2009, Student A was "kicked out" of [Gender Redacted] family home and stayed with friends until the end of the school year. (Exhibit 7)
9. At the beginning of the 2009/10 school year, Glenn transferred to [School Redacted] The relationship between him and Student A continued and they became Facebook friends (Exhibit 7)
10. In October 2009, Student A moved into [Gender Redacted] own apartment and the relationship changed. Glenn began visiting Student A at [Gender Redacted] job and at [Gender Redacted] residence. Glenn provided Student A with his cell phone number and asked [Gender Redacted] to text him if [Gender Redacted] needed anything. (Exhibit 7)
11. In November 2009, Student A turned [Age Redacted] and the relationship became sexual. (Exhibit 7)
12. In December 2009, colleagues of Glenn attempted to persuade him from continuing his close relationship with Student A. Although they were not aware of the extent of the relationship, they believed that the relationship was inappropriate. Glenn did not alter his behaviour. (Exhibit 7)
13. Glenn provided over \$1000 to Student A when [Gender Redacted] had financial difficulties. (Exhibit 7)
14. Glenn and Student A had sexual relations in his car, [Gender Redacted] apartment and his home. (Exhibit 7)
15. Security personnel from the school district noted that images of Glenn and Student A together were repeatedly captured on security videos at Glenn's school in the late evening and early morning hours. The videos showed them interacting in a manner that was overly friendly and beyond the normal teacher-student roles. The school district initiated an investigation. (Exhibit 7)

16. In May 2010, after the school district became aware of the extent of the relationship between Glenn and Student A, their sexual relationship ended. (Exhibit 7)
17. In the course of the school district's investigation, Glenn disclosed that he had been in regular contact with Student A since October 2009 and admitted to having an inappropriate relationship with [Gender Redacted] . Glenn resigned effective June 1, 2010 before he could be suspended. (Exhibit 7)
18. In the course of the school district's investigation, Student A disclosed that [Gender Redacted] relationship with Glenn was sexual. (Exhibit 7)
19. Student A reported the relationship to the police. (Exhibit 7)
20. Glenn was arrested on September 22, 2010 and convicted on April 18, 2012 of an indictable offence under section 153 (1)(a) of the *Criminal Code* of Canada; specifically, that Glenn being in a position of trust or authority towards or in a relationship of dependency with Student A, a young person, did for a sexual purpose unlawfully touch directly or indirectly with a part of the body or an object, a part of the body of (Student A). Glenn plead guilty to the charge.(Exhibit 6)

DECISION OF THE HEARING COMMITTEE

Charge 1—Guilty
Charge 2—Guilty

REASONS FOR DECISION

1. Glenn was convicted of an indictable offence.
2. Accordingly, Glenn engaged in unprofessional conduct within the meaning of sections 23(2) and 41(2) of the *Teaching Profession Act*.
3. By his own admission and as shown in evidence adduced, Glenn engaged in a sexual relationship with a student and continued that relationship over a period of time.

PENALTY

To address both charges collectively, the hearing committee imposes the following penalty on Glenn:

1. Declaration of ineligibility for future membership in the Alberta Teachers' Association
2. Recommendation to the minister of education to cancel his teaching certificate

REASONS FOR PENALTY

1. Glenn was convicted of an indictable offence under circumstances where the facts giving rise to his conviction require the most severe penalty that can be imposed, as contemplated by section 42(3) of the *Teaching Profession Act*.
2. Glenn violated his position of trust as a teacher when he failed, in the most profound way, to maintain an appropriate relationship with Student A. His actions constituted a breach of trust and were reprehensible, repugnant and deplorable and thus merit the most severe penalty.
3. When Glenn engaged in an ongoing sexual relationship with Student A, he failed to treat [Gender Redacted] with dignity and respect.
4. Glenn was in a position of power over Student A; therefore, it was Glenn's fiduciary obligation to protect Student A and not exploit [Gender Redacted] vulnerability.
5. Students and society expect that teachers will refrain from engaging in sexual relationships with students.

Dated at the City of Edmonton in the Province of Alberta, Monday, October 7, 2013.

HEARING COMMITTEE OF THE
PROFESSIONAL CONDUCT COMMITTEE
OF THE ALBERTA TEACHERS' ASSOCIATION

