

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

IN THE MATTER OF A CHARGE OF UNPROFESSIONAL  
CONDUCT AGAINST DOUGLAS S DAVIS

The hearing committee of the Professional Conduct Committee of The Alberta Teachers' Association reports that a charge of unprofessional conduct laid against Douglas Davis of [Location Redacted] was duly investigated in accordance with the *Teaching Profession Act*. The hearing was held in Barnett House, 11010 142 Street NW, Edmonton, Alberta, Canada on Tuesday, October 10, 2000.

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

[REDACTED] presented the case against the investigated member. The investigated member was not present and was not represented.

CONSTITUTION/JURISDICTION

There was no objection to either the constitution of the committee or its jurisdiction to hear this case.

PLEA

The following charge was read by the secretary to the hearing committee.

Douglas S Davis is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of The Alberta Teachers' Association, during the 1998/1999 school year, began and carried on a sexual relationship with Student X, a student in his care.

D Davis entered a plea of "guilty" to the charge. After reviewing the exhibits referenced hereafter, the hearing committee determined that the plea was appropriate and found D Davis to be guilty of unprofessional conduct as charged.

WITNESSES

No witnesses were called.

The prosecuting officer entered an agreed statement of facts.

EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED THAT:

1. D Davis was a member of The Alberta Teachers' Association during the 1998-99 school year. (Exhibits 1 and 4)
2. D Davis was employed as a teacher by [School Division Redacted] from September 1997 to December 1999. (Exhibit 4)
3. In the spring of 1998, D Davis invited Student X to join a [Extracurricular Activity Redacted] which D Davis had started in 1997-98. Frequently D Davis drove Student X home from practices which were often held from approximately 8:00 pm to 10:00 pm. (Exhibit 4)
4. During the 1998-99 school year, D Davis taught Student X [Grade Redacted] [Subject Redacted]. D Davis also provided study sessions and tutoring to Student X early in the morning and in the evenings, with a view to preparing [Gender Redacted] to challenge courses at the [Grade Redacted] level. (Exhibit 4)
5. During the 1998-99 school year, a romantic relationship developed between D Davis, [Age Redacted], and Student X, [Age Redacted]. (Exhibits 4 and 6)
6. This relationship escalated into a sexual relationship during the school year and continued during the summer. (Exhibits 4 and 6)
7. Student X's family moved away from the community. D Davis pursued the relationship.
8. On or about September 10, 1999, the father of Student X, telephoned the principal of [School Redacted], and informed him that his wife had found a number of documents in Student X's bedroom. These documents were intimate letters and notes between D Davis and Student X. Student X's father faxed copies of these to [Name Redacted], the principal.



9. Subsequently, [Name Redacted] contacted [Name Redacted] , superintendent, and faxed the documents to him. On or about September 10, 1999, [Name Redacted] directed [Name Redacted] to advise D Davis that the school board would suspend him from teaching effective immediately.
10. D Davis began sick leave immediately following the suspension. He later resigned from his teaching contract with [School Division Redacted] effective December 10, 1999. The suspension was subsequently withdrawn by [Name Redacted] .

### PENALTY

The hearing committee imposes the following penalty:

1. That D Davis' membership in The Alberta Teachers' Association be canceled and that he be declared ineligible for membership in The Alberta Teachers' Association
2. That a recommendation be made to the minister of learning to cancel D Davis' teaching certificate

The committee also accedes to the request of the prosecuting officer and imposes a ban on the publication of the name of the victim.

### REASONS FOR PENALTY

1. Teachers must not engage in sexual activities with their students.
2. D Davis failed to uphold the honor and dignity of the teaching profession by engaging in sexual activity with Student X.
3. D Davis showed a lack of sound judgment and responsibility by initiating and cultivating a romantic and sexual relationship with a student in his care.
4. D Davis' actions had a negative impact on Student X and [gender redacted] family and the teaching profession.
5. Students, parents, colleagues and communities have a right to expect that teachers will act in a manner which establishes and maintains trust between teachers and students. D Davis betrayed that elemental trust.

6. D Davis' deplorable activities create far-reaching and negative impacts on the teaching profession.
7. D Davis used his teaching position to manipulate and exploit Student X for sexual and romantic purposes and for his own gratification.

Dated at the City of Edmonton in the Province of Alberta, Tuesday, October 10, 2000.

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

