

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

IN THE MATTER OF CHARGES OF UNPROFESSIONAL  
CONDUCT AGAINST WADE STUART DEERING

The hearing committee of the Professional Conduct Committee of the Alberta Teachers' Association reports that charges of unprofessional conduct laid against Wade Deering of [Location Redacted] were duly investigated in accordance with the *Teaching Profession Act*. The hearing was held with participants using video technology at Barnett House, 11010 142 Street NW, Edmonton, Alberta, Canada and the Southern Alberta Regional Office, 100-3016 5 Avenue, NW, Calgary, Alberta on Monday, March 30, 2020 at 0900.

The participants were

1. Professional Conduct Committee members appointed as the hearing committee, [REDACTED]
2. [REDACTED] as counsel to the hearing committee;
3. [REDACTED] as secretary to the hearing committee;
4. [REDACTED] as recorder; and
5. [REDACTED] as presenting officer.

The investigated member, Wade Stuart Deering, did not participate and was not represented by counsel.

COMPOSITION/JURISDICTION

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

CHARGES AND PLEA

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

1. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, during the period September 2011–June 2018, made comments to pupils and/or engaged in actions in his classroom which failed to treat a pupil or pupils with dignity and respect and be considerate of their circumstances.
2. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, during the

period September 2011–June 2018, made comments to pupils and/or engaged in actions which failed to maintain the honour and dignity of the profession.

3. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, during the period September 2011–June 2018, engaged in texting and/or other electronic communications with students, or former students shortly after their graduation, where the comments made were inappropriate to an acceptable teacher–student relationship, thereby failing to treat these students and/or former students with dignity and respect and be considerate of their circumstances.
4. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, during the period September 2011–June 2018, engaged in texting and/or other electronic communications with students, or former students shortly after their graduation, where the comments made were inappropriate to an acceptable teacher–student relationship, thereby failing to act in a manner which maintains the honour and dignity of the profession.
5. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, at one or more point(s) during the period September 2011–June 2018, engaged in a grooming-type activity with one or more current students or former students shortly after their graduation, thereby failing to treat a student or students with dignity and respect and be considerate of their circumstances.
6. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, at one or more point(s) during the period September 2011–June 2018, engaged in a grooming-type activity with one or more current students or former students shortly after their graduation, thereby failing to act in a manner which maintains the honour and dignity of the profession.
7. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, at some point during the period March 2016–September 2018, had a sexual relationship with [Student C] while [Gender Redacted] was a student or shortly after [Gender Redacted] graduation, thereby failing to treat a student or former student with dignity and respect and be considerate of their circumstances.
8. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, at some point during the period March 2016–September 2018, had a sexual relationship with [Student C] while [Gender Redacted] was a student or shortly after [Gender Redacted] graduation, thereby failing to act in a manner which maintains the honour and dignity of the profession.

9. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, at some point during the period January 2015–September 2018, had a sexual relationship with [Student B] while [Gender Redacted] was a student or shortly after [Gender Redacted] graduation, thereby failing to treat a student or former student with dignity and respect and be considerate of their circumstances.
10. Wade Stuart Deering is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, at some point during the period January 2015–September 2018, had a sexual relationship with [Student B] while [Gender Redacted] was a student or shortly after [Gender Redacted] graduation, thereby failing to act in a manner which maintains the honour and dignity of the profession.

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

#### WITNESSES

No witnesses were called for this hearing.

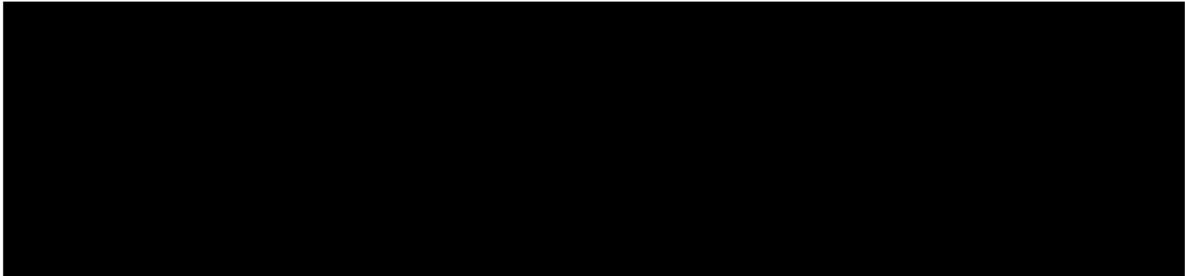
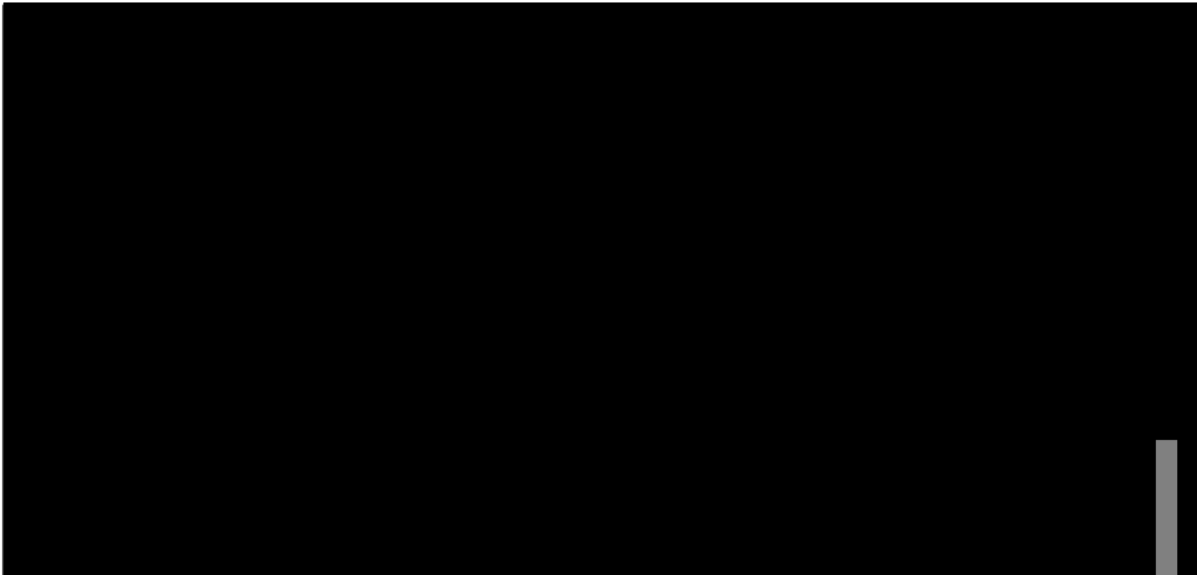
#### EXHIBITS FILED

- Exhibit 1—Notice of hearing and Canada Post confirmation of delivery on March 2, 2020
- Exhibit 2—Declaration of awareness of rights, signed by Deering on February 14, 2020
- Exhibit 3—Submission on Plea, signed by Deering on February 14, 2020
- Exhibit 4—Agreed Statement of Facts signed by Deering and [REDACTED] on February 14, 2020 and February 19, 2020 respectively
- Exhibit 5—Joint Submission on Penalty signed by Deering and [REDACTED] on February 14, 2020 and February 19, 2020 respectively

#### EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED THAT:

1. An agreed statement of facts was submitted to the committee. Based on these agreed facts, the included exhibits, and Deering's submission on plea, the committee made a number of findings.
2. Deering was born [Date Redacted] (Exhibit 4).
3. Deering was a member of the Alberta Teachers' Association during the period from September 2011 through June 2018 (Exhibit 3 and Exhibit 4, paragraph 11).
4. Deering worked as a teacher for the [School Division Redacted] at [School Redacted] in [Location Redacted] from September 1, 2005 to December 31, 2018 (Exhibit 4, paragraph 12).

5. Deering had [Medical Condition Redacted] and the school division became aware of this in the 2010/11 school year. From April 25 to June 13, 2011, Deering accessed a medical leave to receive treatment [Medical Condition Redacted] (Exhibit 4, paragraph 13).
6. [REDACTED]  
[REDACTED]  
[REDACTED]
7. During the same time period, the superintendent, [Name Redacted], became aware that Deering had been communicating with Student A, over an estimated period of 21 months, through social media messages. Deering admitted to the division that he had made social media contact with past and current students. The school division placed Deering on unassigned duties effective September 6, 2016 while it undertook an investigation of Deering (Exhibit 4, paragraph 15).
8. The investigation revealed that Deering had communicated inappropriately, by social media, with several current and former students. The nature of the communication records found by the division showed the content of the communications was outside of the professional communication that a teacher should have with a student (Exhibit 4).
9. The school division, in its report, found that Deering had engaged in inappropriate commentary with students and that Deering needed to address his [Medical Condition]. As a result of the investigation, Deering agreed to enter into a Last Chance Agreement with the school division on February 10, 2017 (Exhibit 4, paragraph 19 and tab 15).
10. The Last Chance Agreement signed by Deering mandated that he engage with medical care [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]
11. Deering related to his students and interacted with students in class inappropriately.
12. Between September 2012 and June 2015, Deering belittled his students by commenting on their sexuality, joking about their sexual orientation, sharing their Facebook profiles in class without their permission and commenting about pictures on the profiles, commenting on their personal relationships, teasing the girls about their boyfriends and berating the students if they shared Deering's comments in class with their parents. Two students also noted that Deering acted more like a friend than a teacher (Exhibit 4, paragraphs 20-29).
13. On one occasion, during a sex education session on abstinence, Deering said "looks like it is too late for you two" to two students in the session (Exhibit 4, paragraphs 23-24).

14. Deering also asked female students about the boys they were dating and was flirtatious with some female students (Exhibit 4, paragraph 41).
15. Deering admits to treating his students inappropriately in class (Exhibit 4, paragraphs 151-152).
16. Deering communicated with students and former students using social media and texting on a regular and ongoing basis as early as 2010/2011 and until 2018. (Exhibit 4)
17.   

18. Deering sent messages to another student through Facebook Messenger. He made comments about the student and another friend looking “really good,” asked the student about her boyfriend and personal life, and told the student she should date someone else because her boyfriend was younger (Exhibit 4, paragraph 39).
19. Electronic communications with the students and former students lasted, on average, two years at a time though in one case, when the student did not reply, Deering eventually stopped trying to communicate with that student. The communications with the girls were voluminous.

20. In the case of Student A, there were 169 pages of social media messages over a period of roughly 21 months.

[REDACTED] d

21. Deering initiated communications with the students while they were still in school, but escalated the volume of communication once they had graduated (Exhibit 4).
22. Many of the contact times of the communication were outside the respectful boundaries and relationships between a teacher and student (Exhibit 4).
23. Many of the students and former students indicated that Deering's communications made them feel uncomfortable. In some instances, the students told Deering that his comments made them feel uncomfortable but this did not change Deering's behaviour. One student actively avoided contact with Deering. For example, when he coached the [Sport Redacted] team, [Gender Redacted] did not try out but in subsequent years, when he was not coaching, [Gender Redacted] did play [Sport Redacted] (Exhibit 4).
24. Deering admits to engaging in inappropriate texting and electronic communications with [Gender Redacted] students and former [Gender Redacted] students (Exhibit 4, paragraphs 153-154).

25. [REDACTED]

26. [REDACTED]



27. At the extreme end, Deering, by his grooming, exploited young [Gender Redacted] students and former students to garner their sympathy and empathy. These young [Gender Redacted] tried to protect Deering by excusing and covering up his unprofessional behaviours. Deering held a position of power over these students and former students and he was much older than they were. Deering's behaviour isolated the [age redacted][gender redacted] from their families and friends who were their support systems.

Illustrative examples of this are found in the following excerpts from the agreed statement of facts (Exhibit 4):

72.

[Redacted]

101.

[Redacted]

28. Deering admits to engaging in grooming type behaviour of [Gender Redacted] students and former [Gender Redacted] students shortly after their graduation (Exhibit 4, paragraphs 155-156).

29. At some point between March 2016 and September 2018, Deering had a sexual relationship with Student C [Redacted]

[Redacted] 4,

30.

[Redacted]

31.

[Redacted]

32.

[Redacted]

33.

[REDACTED]

34.

[REDACTED]

35.

[REDACTED]

36. Deering admits to having a sexual relationship with Student C at some point between March 2016 through September 2018 (Exhibit 4, paragraphs 157-158).

37. Deering also had a sexual relationship with Student B [REDACTED]

[REDACTED] This sexual relationship overlapped with his relationship with Student C.

38.

[REDACTED]

39.

[REDACTED]

40.

[REDACTED]

41.

[REDACTED]

42.

[REDACTED]



b)

c)

43. Deering admitted to having a sexual relationship with Student B

#### DECISION OF THE HEARING COMMITTEE

Charge 1 —Guilty  
Charge 2 —Guilty  
Charge 3 —Guilty  
Charge 4 —Guilty  
Charge 5 —Guilty  
Charge 6 —Guilty  
Charge 7 —Guilty  
Charge 8 —Guilty  
Charge 9 —Guilty  
Charge 10—Guilty

#### REASONS FOR DECISION

1. All teachers have a responsibility to treat student(s) with dignity and respect. Any conduct of a member that, in the opinion of a hearing committee, is detrimental to the dignity or respect of a student or students is unprofessional (article 4 of the Association's Code of Professional Conduct).
2. As a teacher, Deering was in a position of trust and authority over the victims. His actions with some of his students and former students resulted in those students not being treated with the necessary dignity and respect and consideration of their circumstances (article 4 of the Code of Professional Conduct).
3. All teachers also have an obligation to act in a manner which maintains the honour and dignity of the profession. Conduct of a member that, in the opinion of a hearing committee, fails to maintain the honour and dignity of the profession is unprofessional (article 18 of the Association's Code of Professional Conduct).
4. Deering failed to maintain the honour and dignity of the teaching profession (article 18 of the Code of Professional Conduct).

expected to act like role models. Students noted that Deering acted more like a friend than a teacher and his comments created a risk that students would feel uncomfortable.

5. The committee finds that Deering failed to act in a manner which maintained the honour and dignity of the profession.

### Charge 3

1. By his own admission, Deering acknowledged that during the period September 2011 to June 2018, he engaged in texting and/or other electronic communications with students, or former students shortly after their graduation, where the comments made were inappropriate to an acceptable teacher–student relationship.
2. In the evidence adduced, there were several examples of Deering engaging in inappropriate communication to students or former students, during the period September 2011 to June 2018.
3. The messages generally began while the students were in school or very shortly after the students had graduated.
4. Deering’s messages to students and former students were flirtatious, laced with sexual innuendo and sexually suggestive comments, and included the use of offensive language and derogatory racial comments. He made comments to students and former students about their boyfriends and personal lives and made comments about the physical appearance of students and former students.
5. This was not an isolated incident as numerous students over various years received the messages from Deering by text or social media. The messages to students were sustained over a long period of time and many of the contact times of the communication were outside the respectful boundaries of relationships between teachers and students.
6. Communication from a teacher to a student should be confined to matters appropriate to the role of a teacher. Teachers are expected to maintain relationships with students that do not transgress boundaries or exploit the vulnerabilities of students. Deering’s communications crossed these boundaries and had a negative impact on many students, as his communications made students feel uncomfortable.
7. Deering failed to treat these students/former students with dignity and respect and be considerate of their circumstances.

### Charge 4

1. By his own admission, Deering acknowledged that during the period September 2011 to June 2018, he engaged in texting and/or other electronic communications with students or

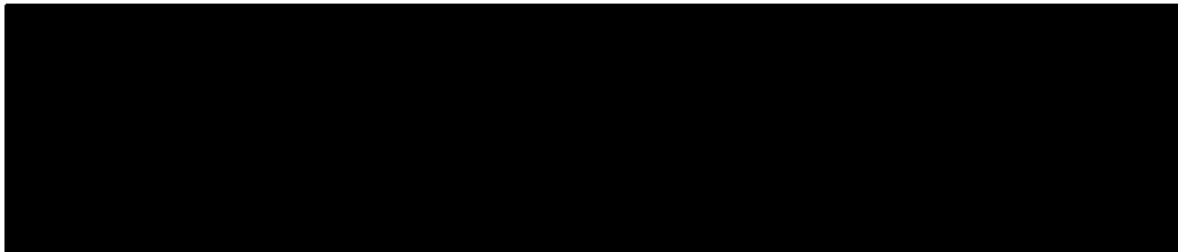
former students shortly after their graduation, where the comments made were inappropriate to an acceptable teacher–student relationship.

2. In the evidence adduced, there were several examples of Deering engaging in inappropriate communication to students or former students during the period September 2011 to June 2018.
3. The messages generally began while the students were in school or very shortly after the students had graduated.
4. Deering’s messages to students and former students were flirtatious, laced with sexual innuendo and sexually suggestive comments, and included the use of offensive language and derogatory racial comments. He made comments to students and former students about their boyfriends and personal lives and made comments about the physical appearance of students and former students.
5. This was not an isolated incident as numerous students over various years received the messages from Deering by text or social media. The messages to students were sustained over a long period of time and many of the contact times of the communication were outside the respectful boundaries of relationships between teachers and students.
6. Teachers are entrusted with the care of students and are placed in a position of authority. Society expects teachers to be role models and holds them to a high standard of behaviour in their professional lives and in their personal conduct away from the classroom. By his conduct, Deering failed to meet this standard.
7. Deering failed to act in a manner which maintained the honour and dignity of the profession.

Charge 5

1. By his own admission, Deering confirmed that during the period September 2011 to June 2018, he engaged in grooming-type activity with one or more current students or former students shortly after their graduation.
2. In the evidence adduced there were several examples of grooming-type activities with one or more current students or former students shortly after graduation.

3.



4. Teachers are expected to maintain relationships with students that do not transgress boundaries or exploit the vulnerabilities of students. Students are entitled to expect that a teacher will not engage in inappropriate behaviour that impacts their safety and security.
5. Deering violated the boundaries of the teacher-student relationship by pushing[Gender Redacted] students and former students to interact with him in ways that were characterized as “uncomfortable” and “creepy.” By his actions, Deering failed to act in a professional manner.
6. Deering failed to treat these students with dignity and respect and be considerate of their circumstances.

Charge 6


1. By his own admission, Deering confirmed that during the period September 2011 to June 2018, he engaged in grooming-type activity with one or more current students or former students shortly after their graduation.
2. In the evidence adduced there were several examples of grooming-type activities with one or more current students or former students shortly after graduation.

3.



4. Deering violated the boundaries of the teacher-student relationship by pushing [Gender Redacted] students and former students to interact with him in ways that was characterized as “uncomfortable” and “creepy.” By his actions, Deering failed to act in a professional manner.
5. Parents and society have a reasonable expectation that teachers will be role models and that they will not engage in inappropriate communication and interaction with individuals subject to their authority. Society holds teachers to a higher standard of behaviour given their position.
6. Deering failed to act in a manner which maintained the honour and dignity of the profession.

Charge 7

1. By his own admission, Deering admitted that at some point during the period March 2016 to September 2018, he had a sexual relationship with Student C 

2. [REDACTED]
3. Deering demonstrated a very serious lack of judgment when he engaged in a sexual relationship with Student C. In a relationship between a teacher and a student, the parties are not on equal terms. The responsibility for maintaining proper boundaries rests solely with the teacher.
4. Even if the relationship began after Student C graduated, a power differential still existed between [REDACTED] and Deering. Deering had a responsibility, as a professional, to ensure that proper boundaries were maintained even once Student C was no longer a student at the school. By engaging in a sexual relationship with Student C, Deering violated the boundaries of the teacher-student relationship and exploited Student C's vulnerabilities. This conduct is reprehensible and completely unacceptable.
5. Deering failed to treat a student or former student with dignity and respect and be considerate of their circumstances.

Charge 8

1. By his own admission, Deering admitted that at some point during the period March 2016 to September 2018, he had a sexual relationship with Student C [REDACTED]
2. [REDACTED]
3. Deering engaged in conduct that harmed the best interests of students, the public and the teaching profession. Deering's actions and boundary violations damaged the confidence and trust in teachers by the community and harmed the standing of teachers generally. He failed to consider the impact of his actions on the reputation of the teaching profession.
4. Deering failed to act in a manner which maintains the honour and dignity of the profession.

Charge 9

1. By his own admission, Deering admitted that at some point during the period January 2015 to September 2018, he had a sexual relationship with Student B [REDACTED]
2. This admission was supported by the evidence provided in the agreed statement of facts. The committee accepted that on the balance of probabilities, there was a sexual relationship between Student B and Deering.

3. Deering demonstrated a very serious lack of judgment when he engaged in a sexual relationship with Student C. In a relationship between a teacher and a student, the parties are not on equal terms. The responsibility for maintaining proper boundaries rests solely with the teacher. Even if the relationship began after Student B graduated, a power differential still existed between [REDACTED] and Deering. Deering had a responsibility, as a professional, to ensure that proper boundaries were maintained even once Student B was no longer a student at the school.
4. By engaging in a sexual relationship with Student B, Deering violated the boundaries of the teacher-student relationship and exploited Student B's vulnerabilities. This conduct is reprehensible and completely unacceptable.
5. Deering failed to treat a student or former student with dignity and respect and be considerate of their circumstances.

#### Charge 10

1. By his own admission, Deering admitted that at some point during the period January 2015 to September 2018, he had a sexual relationship with Student B [REDACTED]
2. This admission was supported by the evidence provided in the agreed statement of facts. The committee accepted that on the balance of probabilities, there was a sexual relationship between Student B and Deering.
3. Deering engaged in conduct that harmed the best interests of students, the public and the teaching profession. Deering's actions and boundary violations damaged the confidence and trust in teachers by the community and harmed the standing of teachers generally. He failed to consider the impact of his actions on the reputation of the teaching profession.
4. Deering failed to act in a manner which maintains the honour and dignity of the profession.

#### SUBMISSION ON PENALTY

[REDACTED] and Deering provided a joint submission on penalty to the hearing committee recommending the following penalties to address all of the charges:

1. A letter of severe reprimand
2. A declaration of permanent ineligibility for membership in the Association
3. A recommendation for cancellation of Deering's teaching certificate

[REDACTED] and Deering acknowledged through the signed joint submission on penalty their recognition that the hearing committee would make its own determination with respect to penalty (Exhibit 5).

## PENALTY

The hearing committee is aware of its responsibility to give due deference to a joint submission on penalty by carefully considering the submission on its merits and deviating from the joint submission only if it would “bring the administration of justice into disrepute” or it is “unfit, unreasonable, or contrary to the public interest.”

The hearing committee considered the joint submission carefully and identified concerns with the penalty being proposed. While the committee acknowledged that cancellation of Deering’s certificate and the loss of his ability to engage in the profession is very severe, it was concerned that there was no monetary fine imposed which would serve as a further deterrent and punishment for the very serious conduct engaged in by Deering. The hearing committee was concerned that the penalty was insufficient and outside of the range of “reasonable” penalties, given the severity of the charges and the nature of the conduct at issue. The committee was of the view that an additional punitive measure of a monetary fine was necessary to ensure the penalty was fit, to ensure adequate protection of the public interest, and to ensure the proper administration of justice.

As a procedural matter, and upon the advice of legal counsel, the hearing committee made its concerns with the joint submission known and advised that it believed a \$2,500 fine in addition to the agreed penalties was also appropriate. It provided Hackman and Deering with an opportunity to speak to the hearing committee’s concerns that the recommended penalty was not sufficient.

██████████ did not have any objections to the imposition of a \$2,500 fine in conjunction with the joint submission. Deering, who did not attend the hearing, was called twice on the phone by the secretary to the committee to give a response. Deering did not answer on the first call and on the second call, a message was left on Deering’s voicemail with a request to call back within a specified period of time. Deering did not return the calls and therefore, the committee proceeded with its decision.

After this process and consideration of the facts and legal principles, the hearing committee determined the joint submission was not reasonable and that accepting it would be contrary to the public interest. As a result, it imposed a more severe penalty than what was proposed in the joint submission on penalty by ██████████ and Deering. The hearing committee imposed the following penalties to cover all ten charges:

1. A letter of severe reprimand
2. A fine of \$2,500 payable to the Association within 90 days of receipt of the written decision of the hearing committee
3. A declaration that Deering is permanently ineligible for membership in the Association
4. A recommendation to the minister of education that Deering’s teaching certificate be cancelled



## REASONS FOR PENALTY

The hearing committee considered the following factors in determining the penalty.

1. The hearing committee carefully considered the content of the joint submission on penalty, including the Jaswal factors listed. The committee accepted the penalty that the parties proposed but determined that a fine should also be levied because of the nature of Deering's actions and the resulting damage to the students, the community, and the teaching profession. The committee believed an additional deterrent to this behaviour was necessary.
2. An appropriate penalty must demonstrate to members of the teaching profession, as well as to members of the public, that the teaching profession will decisively respond to professional misconduct.
3. Due to the egregious nature of the offences, and due to a teacher's position of trust in relation to students, and due to a teacher's duty to act only in a manner that safeguards the interests of children generally, the hearing committee determined that a fine of \$2500, a declaration that Deering is permanently ineligible for membership in the Association, and a recommendation to the minister of education that Deering's teaching certificate be cancelled were all necessary.
4. In the case of Deering, the variety, repetition and duration of the unprofessional contact with students and the repeated behaviours require a penalty that is corrective, preventative, and will protect the interests of students and the public.
5. The committee did not accept [Medical Condition Redacted]] as a mitigating factor because some of his actions would have occurred while [Medical Condition Redacted].
6. As a teacher and coach with his lengthy experience, Deering ought to have known that what he was doing was wrong and he should have known about his obligations under the Code of Professional Conduct.
7. The nature and gravity of the proven allegations are very serious. It is of the most serious conduct that a teacher can engage in. Deering engaged in sexual relationships with multiple students and/or former students and the Association and society in general deem this to be reprehensible. Deering also engaged in communications with students, both in class and out of class, which crossed clear boundaries and failed to maintain an appropriate teacher-student relationship. By doing so, Deering failed to treat students with dignity and respect and failed to be considerate of their circumstances and failed to maintain the honour and dignity of the teaching profession.

8. Deering had several opportunities to correct his behaviour. He failed to do so and thus demonstrated his ungovernability and unprofessionalism.
9. Deering clearly betrayed the fundamental trust given by society to the teaching profession. The public must be assured that the profession will punish those who transgress in this regard.
10. Deering's actions had a significant and damaging mental and emotional impact on the students, their families, and the community. By doing so, Deering failed to treat students with dignity and respect and was not considerate of their circumstances and failed to maintain the honor and dignity of the teaching profession.
11. Deering's actions were exploitative. Deering manipulated his students through a purposeful and progressive grooming strategy. Deering's persistent and repeated inappropriate communications and sexual relationships were sustained for a lengthy period of time. Through his action, Deering abused his position of authority and responsibility. Teachers are expected to be trustworthy individuals who provide healthy role modelling for young people who are vulnerable. By his actions, Deering failed to treat students with dignity and respect and failed to be considerate of their circumstances and failed to maintain the honour and dignity of the teaching profession.
12. While Deering admitted to the conduct and this is a mitigating factor, it does not excuse the very serious nature of his actions. Deering demonstrated a profound lack of judgment in his actions, despite any mitigating circumstances.
13. The committee recognizes that the penalty it has imposed is severe as it will take away Deering's ability to practice his chosen profession and it will require Deering to pay a monetary fine. The committee has determined that such a severe penalty is necessary given Deering's conduct, the number of times it occurred, and the impact it had on the students and the community.
14. Society views sexual relationships between teachers and students or former students as repugnant. The committee determined that the egregious level of wrongdoing in this case merits the most significant of sanctions. Deering's behaviour demonstrates that he is unfit to teach and that he should not be part of the teaching profession.
15. The penalty is intended to ensure Deering does not engage in this conduct again in the future. It is also intended deter other members of the profession from engaging in such behaviours that bring harm to students and damage the honour and dignity of the teaching profession. It demonstrates that the profession will not tolerate teachers who exceed the boundaries of an acceptable teacher-student relationship.

16. Society has a right to expect that teachers will act in a manner which establishes and maintains a trust relationship between teachers, parents and students. Deering violated this trust relationship and must be punished accordingly. The penalty is intended to protect the interests of children, the profession and society. The public must be assured that teachers who engage in unprofessional conduct will not go unpunished. The penalty reflects the profession's condemnation of Deering's unprofessional conduct.

Dated at the City of Edmonton in the Province of Alberta, Friday, May 22, 2020.

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

