

THE ALBERTA TEACHERS' ASSOCIATION

REPORT OF THE HEARING COMMITTEE  
OF THE PROFESSIONAL CONDUCT COMMITTEE

IN THE MATTER OF CHARGES OF UNPROFESSIONAL  
CONDUCT AGAINST LEONARD HERBERT LETHEBE

The hearing committee of the Professional Conduct Committee of the Alberta Teachers' Association reports that charges of unprofessional conduct laid against Leonard Lethebe of [REDACTED] were duly investigated in accordance with the *Teaching Profession Act*. The hearing was held in Barnett House, 11010 142 Street NW, Edmonton, Alberta, Canada commencing on Monday, February 22, 2010 at 0900.

Professional Conduct Committee members present as the hearing committee were [REDACTED]  
[REDACTED]  
[REDACTED] presented the case against the investigated member. The investigated member, Leonard Lethebe, was not present and was not represented.

CONSTITUTION/JURISDICTION

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

CHARGES AND PLEA

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

1. Leonard Herbert Lethebe is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, between September 2007 and June 2008, engaged in a romantic relationship with student [Name Redacted], thus failing to treat the student with dignity and respect.
2. Leonard Herbert Lethebe is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, between May 2008 and July 2008, engaged in sexual intercourse with student [Name redacted], thus failing to treat the student with dignity and respect.
3. Leonard Herbert Lethebe is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, between September 2007 and December 2008, engaged in an inappropriate relationship with student [Name Redacted], thus failing to maintain the honour and dignity of the profession.

Lethebe entered pleas, by written submission, as follows

Charge 1—guilty

Charge 2—not guilty

Charge 3—guilty

WITNESSES

The presenting officer, [REDACTED], called the following witnesses:

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
7. [REDACTED]
8. [REDACTED]
9. [REDACTED]
10. [REDACTED]
11. [REDACTED]
12. [REDACTED]

EXHIBITS FILED

Exhibit 1—Notice of hearing and Canada Post confirmation of delivery

Exhibit 2—Binder of documents from the presenting officer, including a partial agreed statement of facts

Exhibit 3—List of precedent cases

Representatives from the media who were present observing the hearing made a formal request, early in the proceedings, for copies of the partial agreed statement of facts, signed by Lethebe. The hearing committee denied the request because

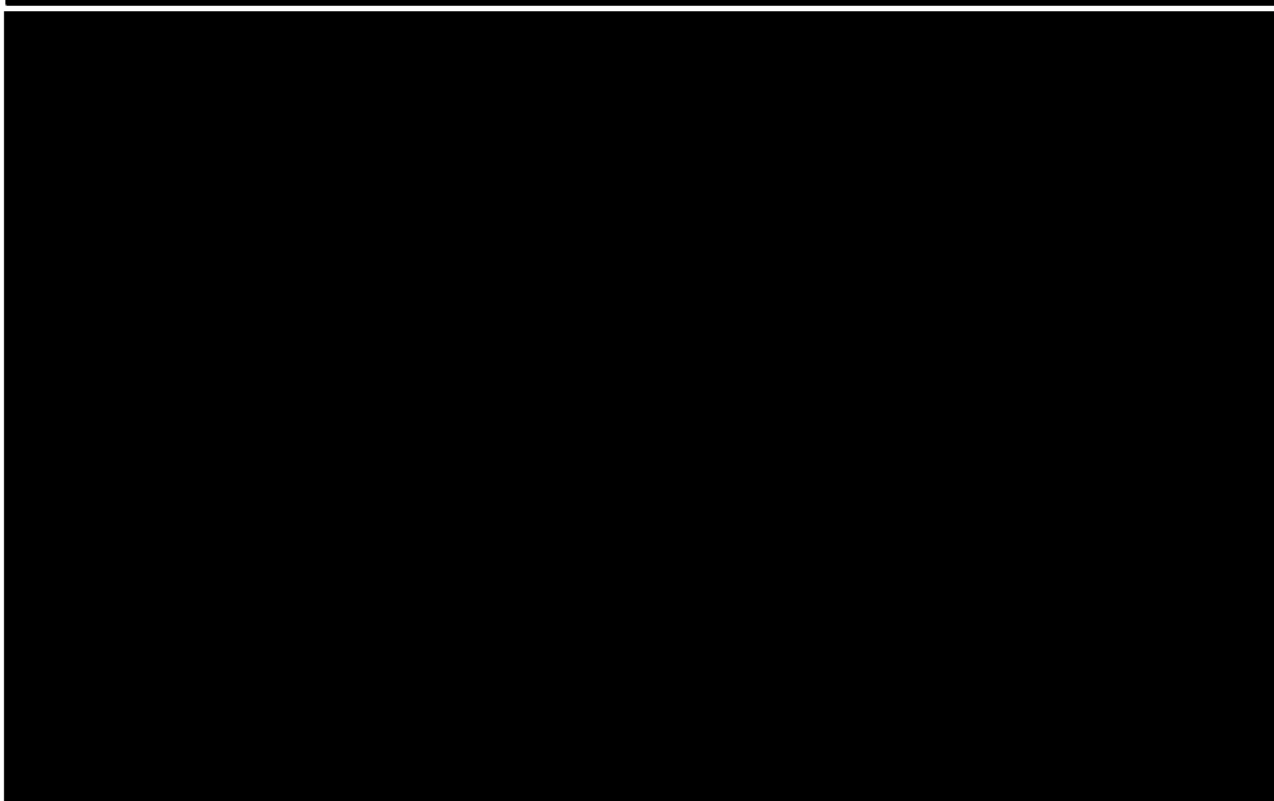
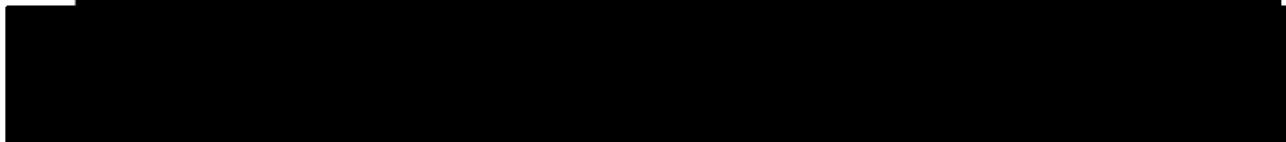
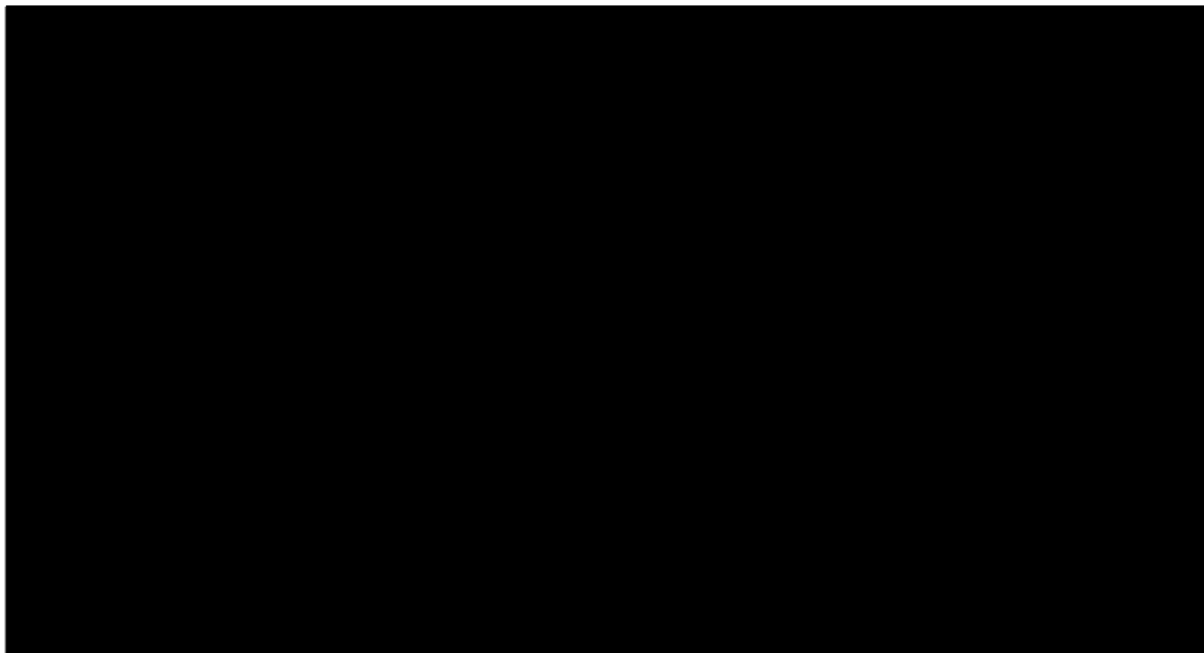
1. the reporting of information from the agreed statement could bias the witnesses who were scheduled to testify the next day;
2. the committee was concerned about the potential for the information to be reported out of context;
3. the committee was further concerned about the effect on people, other than Lethebe, who were mentioned in the agreed statement;
4. the committee was comfortable that the public, through the public member on the hearing committee, was adequately involved and represented in the process; and
5. the committee anticipated that sufficient particulars were likely to emerge during the hearing to enable the press to be able to report matters adequately in any event.

EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED THAT:

1.

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

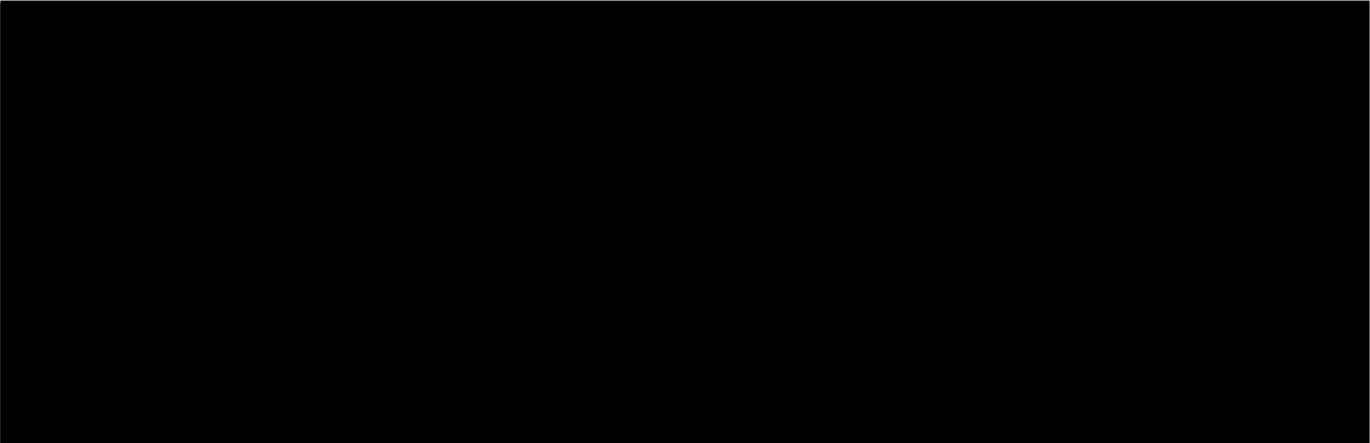
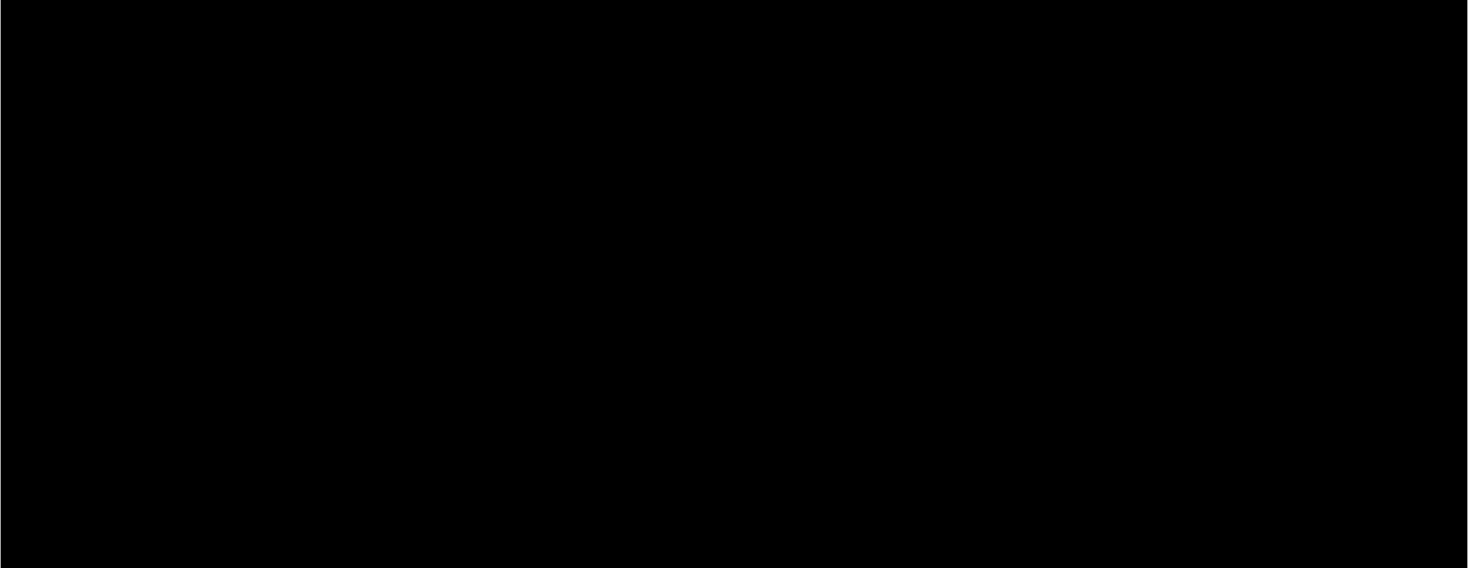
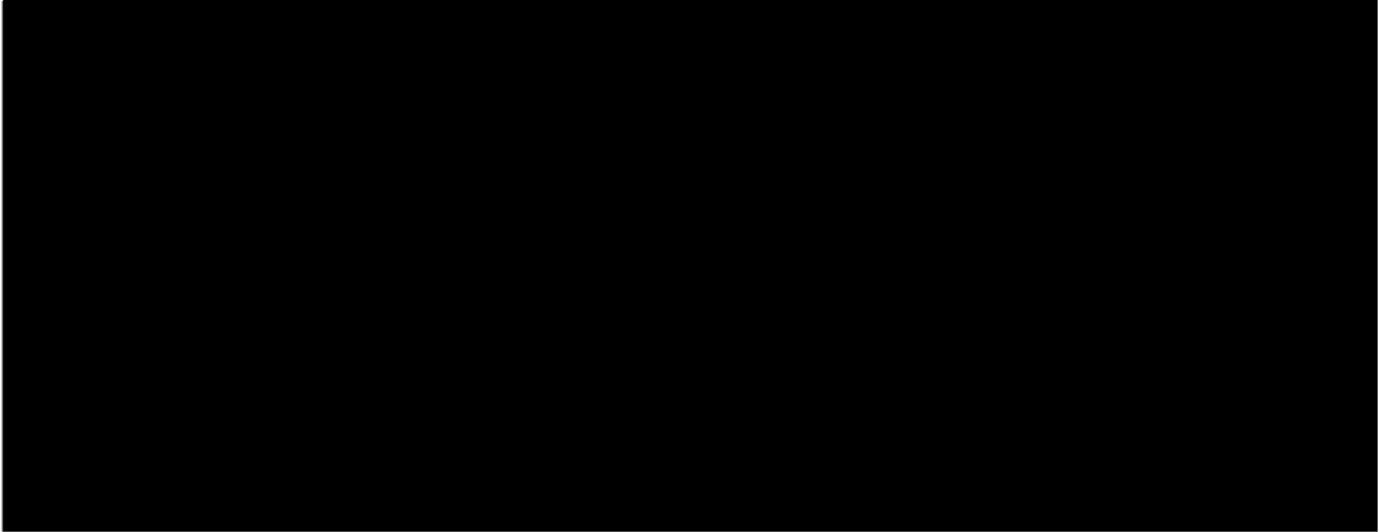
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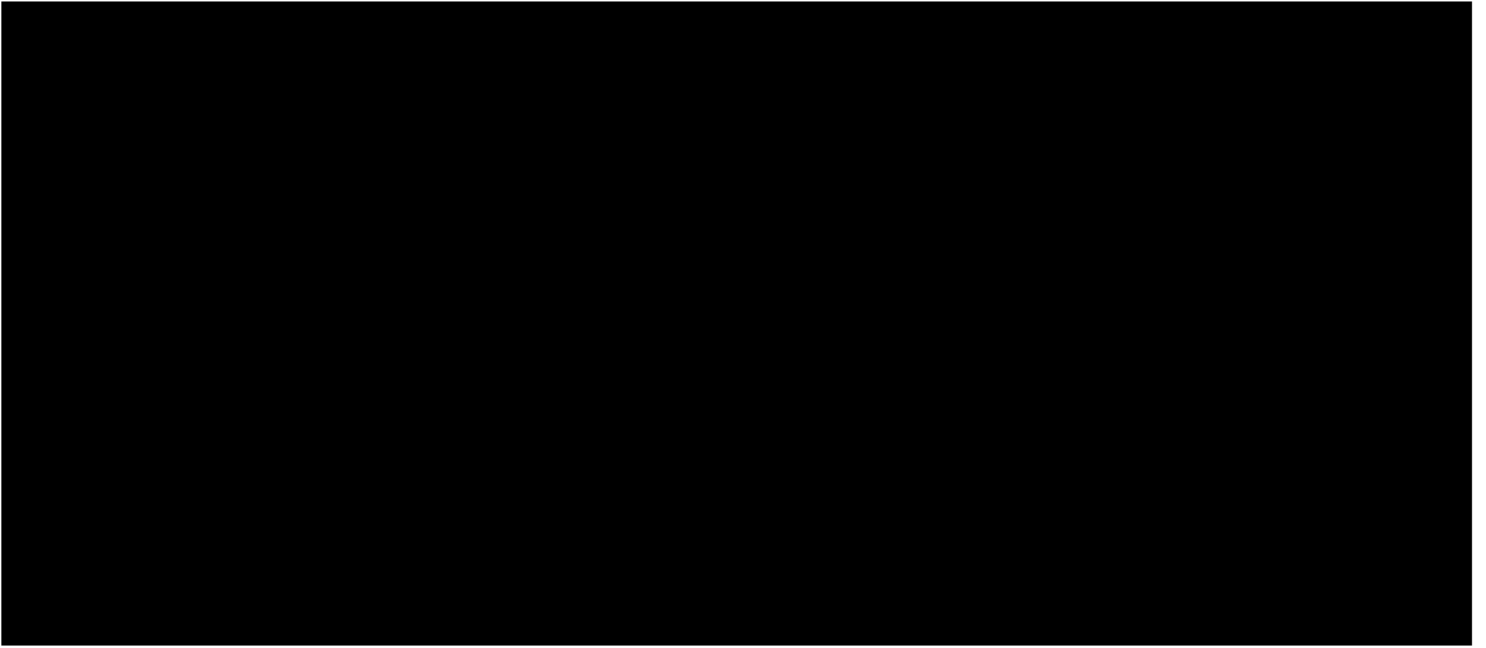
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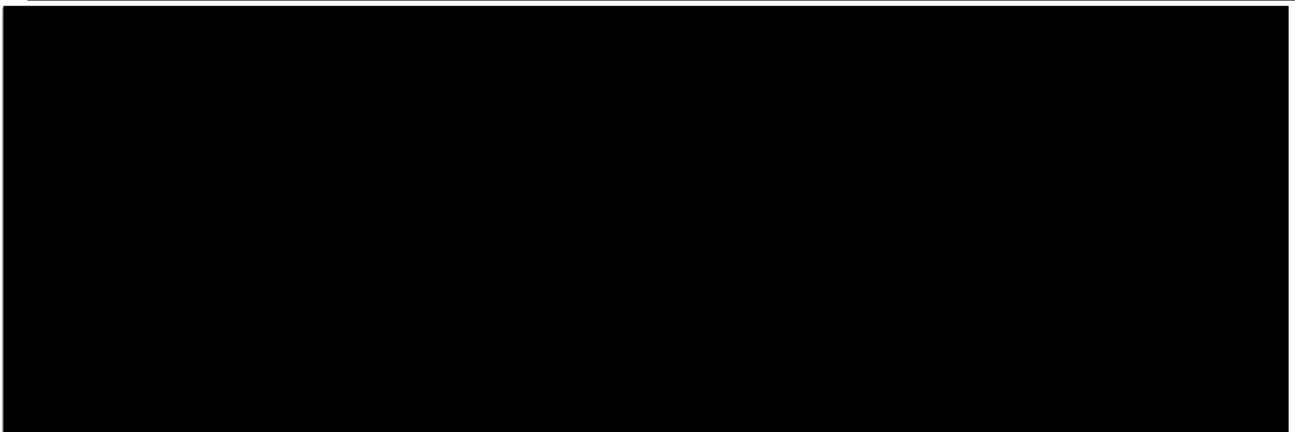
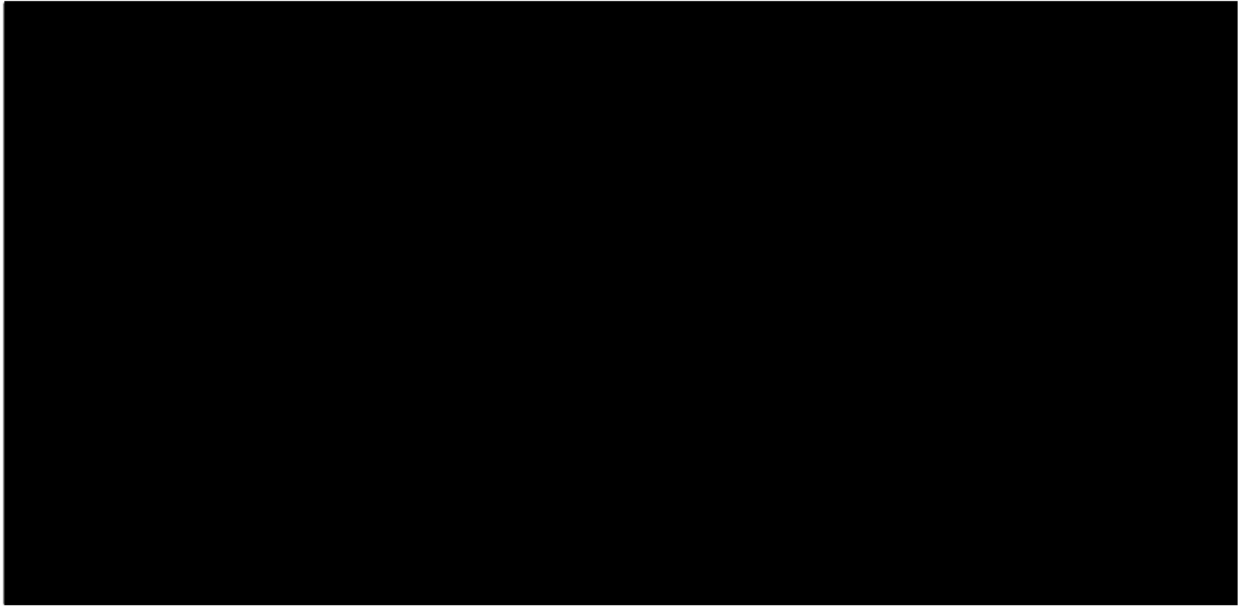


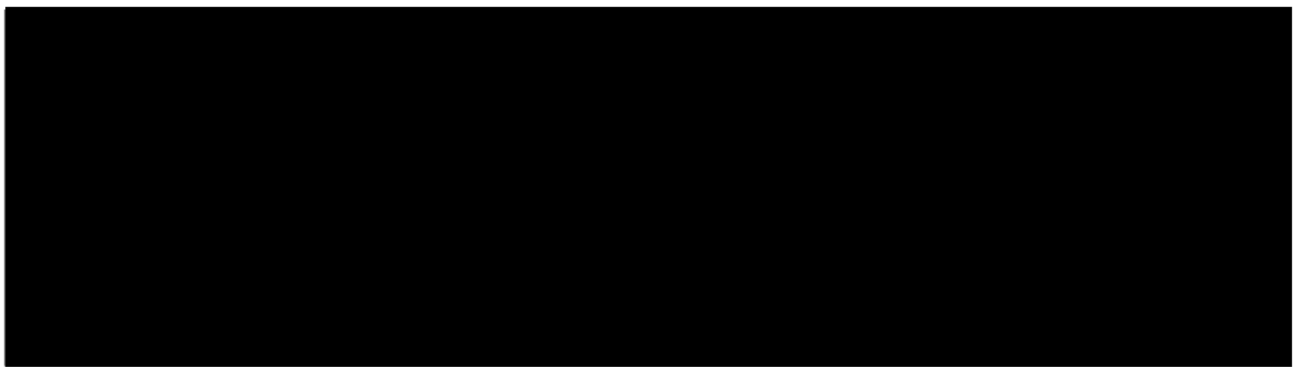
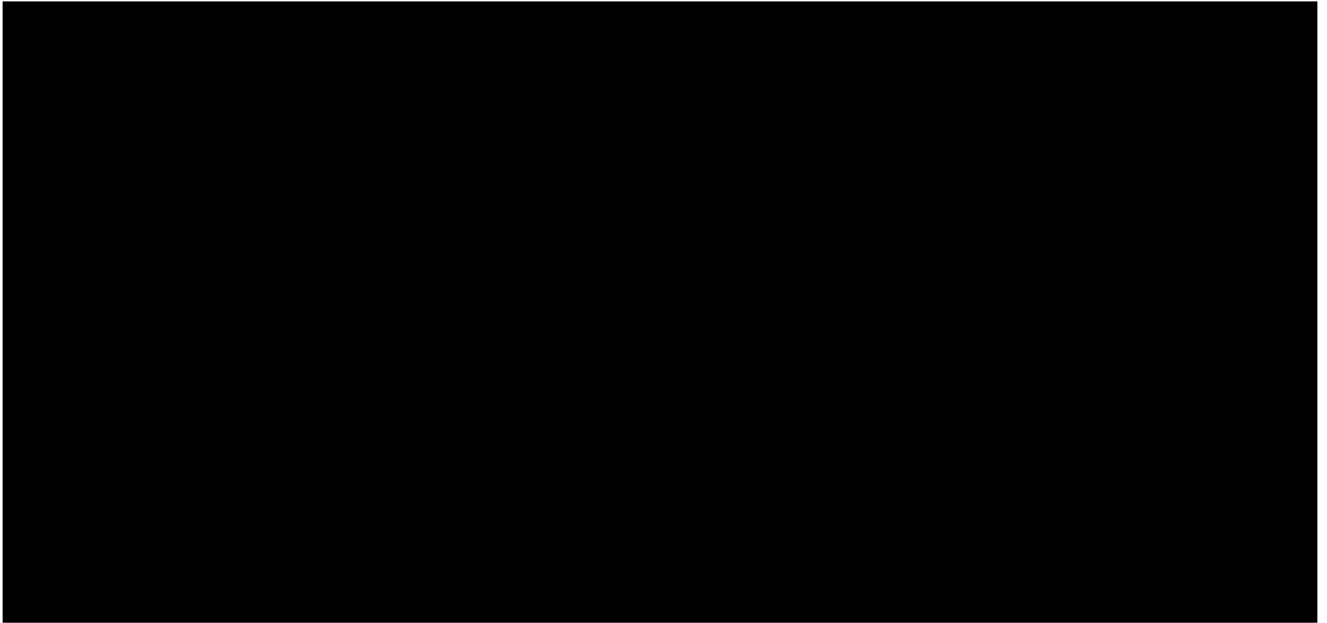
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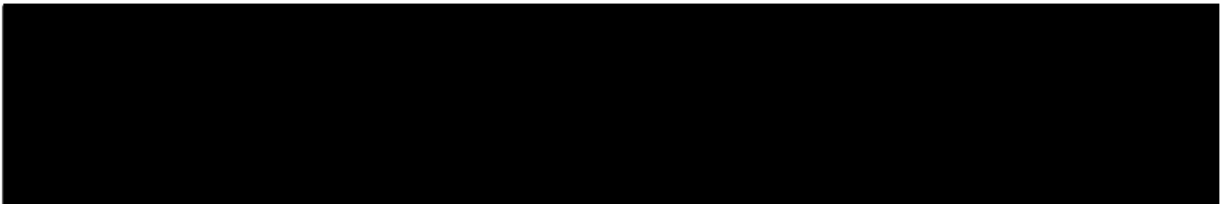
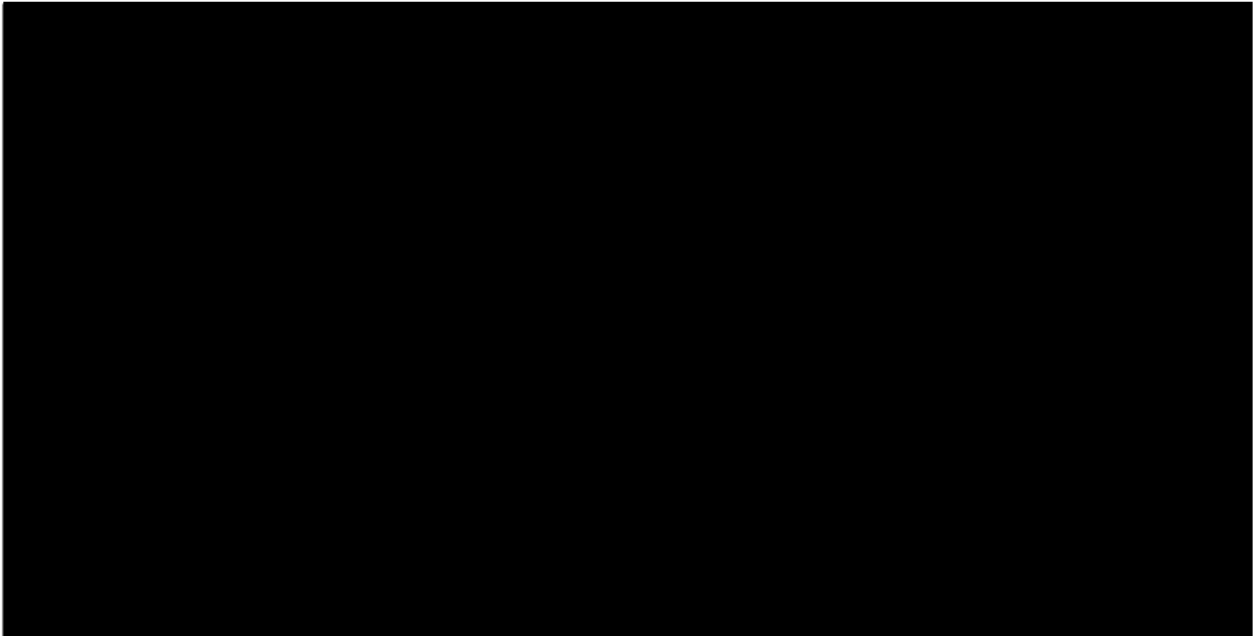
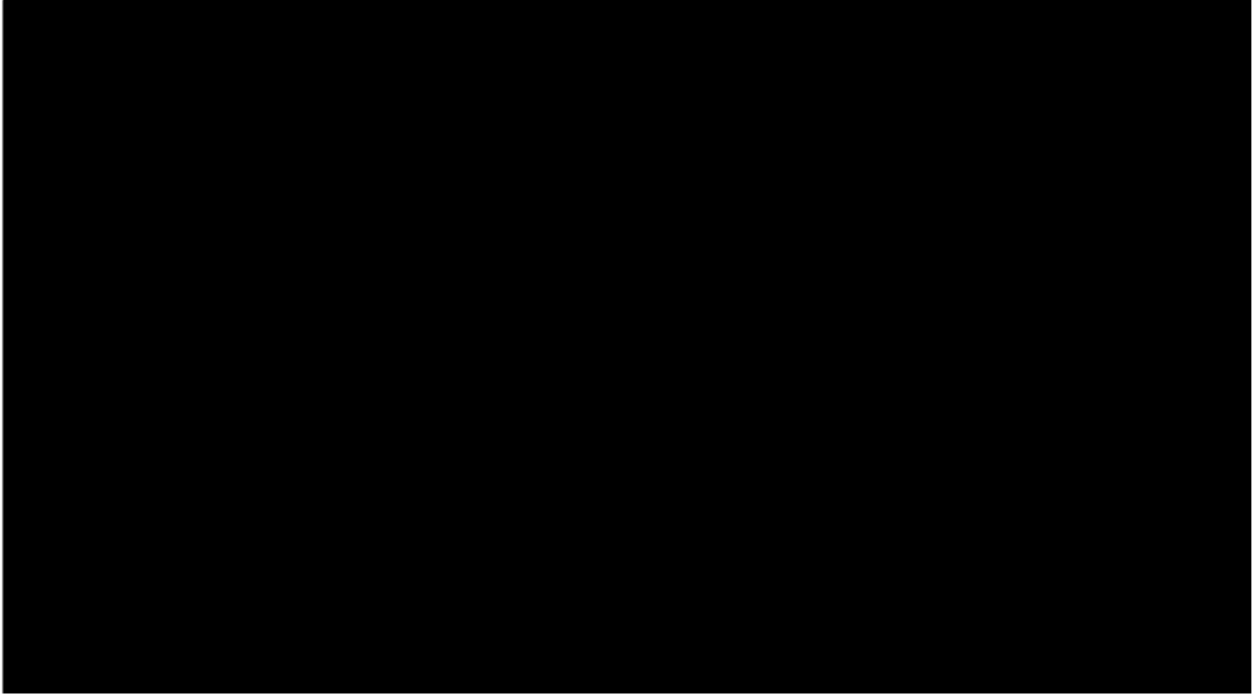
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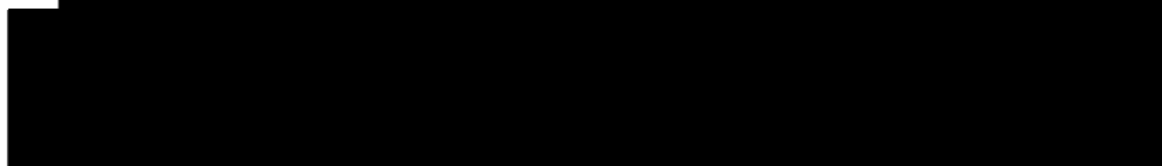
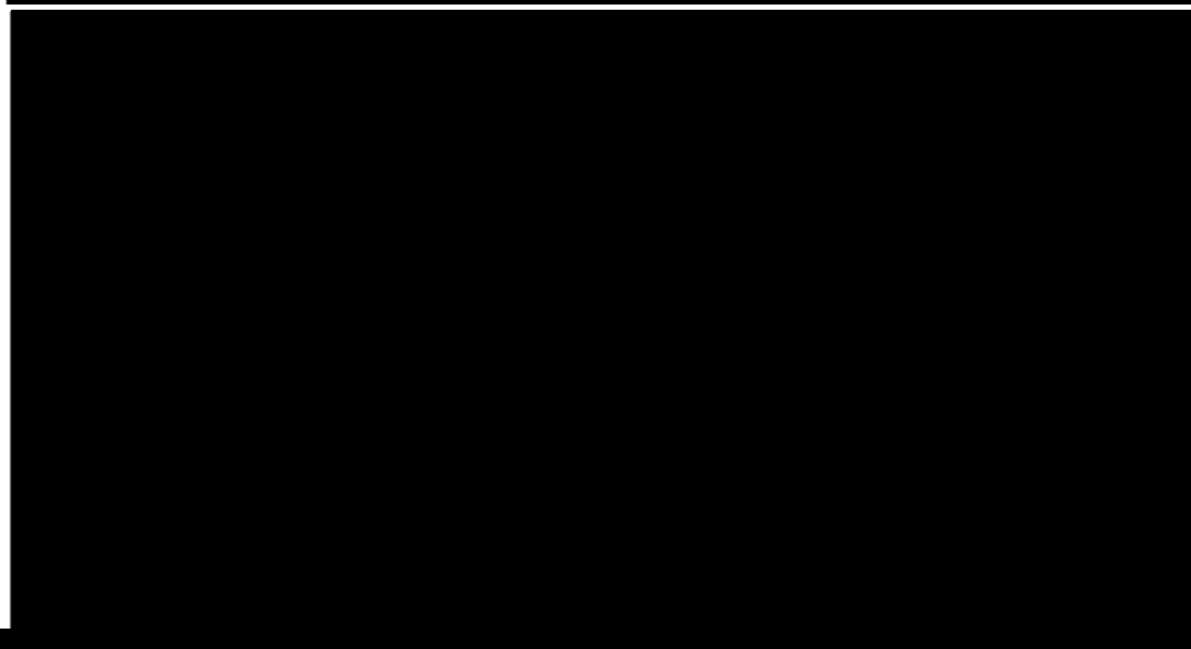
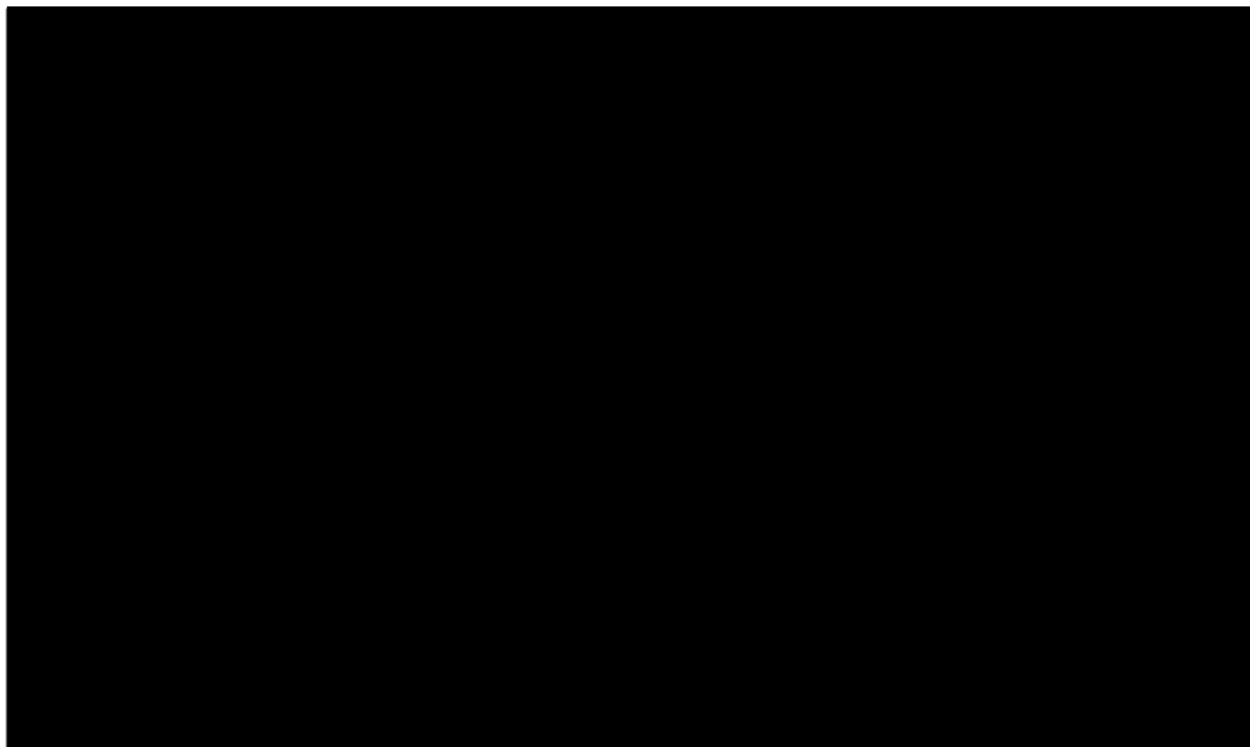
[REDACTED]











### DECISION OF THE HEARING COMMITTEE

The hearing committee found Lethebe guilty on all three charges.

### REASONS FOR DECISION

1. In regard to Charge 1 and Charge 3, Lethebe, by his own admission, had an inappropriate and romantic relationship with [Name Redacted] while [Gender Redacted] was a student and he was [Gender redacted] principal.
2. In regard to Charge 2, [Name redacted] was a student enrolled at [REDACTED] School during the period September 2007 to December 2008. Lethebe, by his own admission, engaged in sexual intercourse with [Name Redacted] beginning in May or June 2008.
3. Society has the right to expect that teachers will act in a manner which establishes and maintains a trust relationship between teachers and students. Lethebe clearly betrayed such trust.
4. In a relationship between a teacher and a student, the parties are not on equal terms. Under circumstances such as these, the student, no matter what her age, could never truly give informed consent. The responsibility for maintaining boundaries fell solely on the teacher.

### PENALTY

The hearing committee imposes the following penalty which encompasses all three charges:

1. Lethebe is declared ineligible for membership in the Alberta Teachers' Association.
2. A recommendation will be made to the minister of education to cancel Lethebe's teaching certificate.
3. A fine of \$5,000, payable to the Association, is imposed on Lethebe.

### REASONS FOR PENALTY

1. Knowing that [Name Redacted] was a [Personal Information] student, Lethebe should have been hypersensitive to [Gender Redacted] vulnerability and fulfilled his professional responsibility to [Gender Redacted]. Instead, he used his position of authority and [Name redacted] vulnerability for his own gratification, thereby failing to treat [REDACTED] with the dignity and respect [Gender Redacted] deserved.
2. Lethebe was warned several times by colleagues, community members, [Name Redacted] family and the local school board to cease his inappropriate relationship with [Name Redacted]. Lethebe repeatedly lied and encouraged [REDACTED] to lie in order to conceal his unprofessional conduct.

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3. By failing to maintain the honour and dignity of the teaching profession, Lethebe caused students, colleagues and the community to question their trust in the teaching profession and the school system.
4. By his behaviour towards [Name redacted], Lethebe had a negative impact on [Gender redacted], [Gender redacted] family, [Gender redacted] school and [Gender redacted] community.
5. The public and the teaching profession will not tolerate a teacher who takes advantage of his or her students, especially when the teacher lures the student into a romantic and or sexual relationship.
6. As a result of Lethebe's exploitation of [Name Redacted], [Redacted], [Name redacted] life has been permanently impacted.

Dated at the City of Edmonton in the Province of Alberta, Thursday, February 25, 2010.

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

