

THE ALBERTA TEACHERS' ASSOCIATION  
REPORT OF THE HEARING COMMITTEE  
OF THE PROFESSIONAL CONDUCT COMMITTEE  
IN THE MATTER OF CHARGES OF UNPROFESSIONAL  
CONDUCT AGAINST DOUGLAS PAUL

The hearing committee of the Professional Conduct Committee of the Alberta Teachers' Association reports that charges of unprofessional conduct laid against Douglas Paul 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 on Tuesday, January 10, 2006.

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

COMPOSITION/JURISDICTION

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

CHARGES AND PLEA

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

1. Douglas Paul is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, on or about June 1, 2002, failed to treat a student with consideration and respect for [gender redacted] circumstances by discussing with [gender redacted] matters of a sexual and/or personal nature.
2. Douglas Paul is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, on or about June 11, 2002, failed to treat a student with dignity and respect by providing the student with a massage in a closed environment.
3. Douglas Paul is charged with unprofessional conduct pursuant to the *Teaching Profession Act* in that he, while a member of the Alberta Teachers' Association, on or about June 11, 2002, engaged in activities that did not adhere to appropriate student-teacher boundaries and thus failed to act in a manner that maintains the honour and dignity of the profession.

By way of a written submission, the investigated member entered a plea of guilty to each of the three charges.

WITNESSES

No witnesses were called.

EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED THAT:

1. An agreed statement of facts was presented by the prosecuting officer (Exhibit 4).
2. Paul was employed by [School Division Redacted] from September 1, 1982 to August 31, 2003. From September 1, 1983 to June 30, 2002, [School Redacted] in [Location Redacted] (Exhibit 4).
3. Paul was a member of the Alberta Teachers' Association during the 2001/2002 school year, the period when the actions under review occurred (Exhibits 3 and 4).
4. On June 12, 2002, [School Division Redacted] received a complaint from the mother of a student enrolled at [School Redacted] regarding an interaction between Paul and her [Child] who was a student of his. This interaction, which occurred June 11, 2002, caused the [child] considerable embarrassment and discomfort (Exhibit 4, point 4).
5. The interaction referred to Paul massaging the student's legs and back in a locked room within the school (Exhibit 4).
6. The interaction also referred to comments made by Paul that were sexually explicit and highly inappropriate (Exhibit 4, appendix B).
7. On June 13, 2002 the student provided the principal of the school, [Name Redacted], with a verbal statement (Exhibit 4, appendix B).
8. Paul was forthright and co-operative in interviews with the investigating officer (Exhibit 4).
9. Paul acknowledged that the student had been negatively affected by his behavior (Exhibit 4, appendix C).
10. Paul acknowledged that his behaviour negatively affected the student, the school community and the school jurisdiction (Exhibit 4).

### DECISION OF THE HEARING COMMITTEE

The hearing committee found the defendant, Paul, guilty on the three charges.

### REASONS FOR DECISION

1. The hearing committee found that Paul failed to treat a student with consideration and respect for [gender redacted] circumstances by discussing with [gender redacted] matters of a sexual and personal nature.
2. The hearing committee found that Paul failed to treat a student with dignity and respect in that he provided a student with a massage in a closed environment.
3. The hearing committee found that Paul engaged in activities that did not adhere to appropriate student-teacher boundaries and thus failed to act in a manner that maintained the honour and dignity of the profession.
4. The hearing committee found that Paul acknowledged the harm that his actions caused to the student, the school, the school district and the profession.
5. The hearing committee found that Paul acknowledged that his actions were wrong.

### PENALTY

The hearing committee recommends that the Minister of Education suspend the teaching certificate of Paul for a period of one year commencing January 10, 2006 and ending January 10, 2007.

### REASONS FOR PENALTY

1. The actions of the defendant toward his student were inappropriate. Society has the right to expect that teachers will only form relationships that preserve the dignity of and respect for students.
2. By his own admission, Paul acknowledged that he dishonoured the profession by engaging in an inappropriate activity with a student.
3. The hearing committee finds that this breach of trust on the part of Paul caused harm to the student and the student's family, the school jurisdiction and the profession.



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4. Paul was forthright and cooperative throughout the investigation.

Dated at the City of Edmonton in the Province of Alberta, Tuesday, January 10, 2006.

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

