



**IN THE MATTER OF THE *TEACHERS ACT*, SBC 2011 c. 19**

**AND**

**IN THE MATTER CONCERNING  
SHANE LAWRENCE BILODEAU**



**CONSENT RESOLUTION AGREEMENT**

**BETWEEN:**

THE COMMISSIONER, APPOINTED UNDER THE *TEACHERS ACT*  
(the “Commissioner”)

**AND:**

SHANE LAWRENCE BILODEAU  
(“Bilodeau”)

**BACKGROUND and FACTS**

1. Bilodeau holds a valid Professional Certificate of Qualification, No. [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on August 15, 1995, is valid from September 1, 1995 and continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Bilodeau was employed as an elementary school teacher by School District No. 39 (Vancouver) (the “District”) at a District school (the “School”).
3. On December 17, 2014, the District made a report to the Commissioner regarding Bilodeau, under section 16(6) of the *School Act*.
4. Between 2010 and 2014, Bilodeau conducted himself inappropriately with female teaching assistants who worked with him at the School. Specifically, Bilodeau made inappropriate comments to them, including comments about their appearance, which they reported made them feel uncomfortable.

5. In September 2014, Bilodeau transferred to a new school in the District.
6. On December 16, 2014, the District issued Bilodeau a letter of discipline.
7. In 2015, Bilodeau completed the following two courses offered through the Justice Institute of B.C.: Workplace Communications: It's All About You and Enhancing Emotional Intelligence for Workplace Success. In July 2015, Bilodeau completed the Teacher Regulation Branch Professional Identity and Boundaries course.
8. On February 25, 2015 the Commissioner considered this matter and determined to propose a consent resolution agreement to Bilodeau, in accordance with section 53(1)(a) of the *Teachers Act*.

## **DISPOSITION**

9. This Agreement is made under section 53 of the *Teachers Act*.
10. Bilodeau understands and acknowledges that this Agreement is not effective until executed by the Commissioner, and that the date of execution by the Commissioner will be the effective date of this Agreement (the "Effective Date").
11. Bilodeau admits that the facts set out in paragraphs 1 to 7 of this Agreement are true.
12. Bilodeau admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standard #2 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
13. Bilodeau agrees to reprimand under sections 53 and 64(a) of the *Teachers Act*. The reprimand will take effect on the first business day following the Effective Date.
14. Bilodeau agrees not to make any statement orally or in writing which contradicts, disputes or calls into question the terms of this Agreement or the admissions made in it.

## **CONSEQUENCES OF THE AGREEMENT**

15. The Director will record the terms of this Agreement on the Branch's online registry under section 79(d) of the *Teachers Act*.
16. Bilodeau acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement, in full, on the following website: [www.bcteacherregulation.ca](http://www.bcteacherregulation.ca).
17. A breach by Bilodeau of any term in this Agreement may constitute professional

misconduct which may be the subject of separate discipline proceedings.

18. Bilodeau acknowledges and understands that if the Commissioner has reason to believe that he has breached any term of this Agreement:
- a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into his conduct; and
  - b. the conduct and matters described in the "Background and Facts" to this Agreement are admissible in that inquiry as proof that Bilodeau has admitted to the conduct and matters set out in this Agreement.
19. Bilodeau acknowledges that he has voluntarily entered into this Agreement with the benefit of independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Vancouver, B.C.  
this 1<sup>st</sup> day of June, 2016.

  
Shane Lawrence Bilodeau

Signed in Vancouver, B.C.  
this 14 day of June, 2016.

Elena Miller  
Hon. Bruce M. Preston, Commissioner (Acting)  
Elena Miller