



## DISCIPLINE CASE SUMMARY

a. Paul Edward Adolphe (DOB: 1959.01.29)

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b. Professional misconduct and conduct unbecoming a member

c. The hearing was held on January 26, 2004, at the College's offices in Vancouver, BC. The report and recommendations of the Hearing Sub-Committee (the "Committee") were presented to Council on June 18, 2004. This matter originated as a report under section 16(1) of the *School Act*.

d. The respondent was found to have crossed the boundary of acceptable educator-student relationships with female students. He acknowledged that he had developed friendships with these students, had engaged in inappropriate physical contact and allowed verbal interactions to become sexualized in a school setting.

The respondent further admitted and was found to have used inappropriate and disrespectful language with and towards students and to have compromised the professional integrity of his colleagues by remarks he made about them.

e. The Committee accepted the respondent's admission of guilt and found him guilty of professional conduct and other conduct unbecoming a member of the College. The respondent's behaviour was not consistent with his professional responsibility to always act as a proper role model in his interactions with students.

f. The Committee considered the joint submission for a two-month penalty to be served over the summer months. In recommending that the two-month penalty be served in May and June, the Committee considered the number and different acts of misconduct engaged in by the respondent, the timeframe over which these acts occurred and his relative experience as a teacher.

The Committee felt that the College had a responsibility to maintain the public's confidence in the integrity of the profession and the obligations of self-regulation. The Committee also considered the respondent's rehabilitative efforts and his acknowledgment of wrongdoing among the mitigating factors.

Council considered the report and recommendations of the Committee and further submissions received by counsel and ordered that the respondent's certificate and membership be suspended over the months of May and June, 2004.

Council accepted the Committee's recommendations, based on the joint submission of counsel, that the member's name be published in this case.