The Alberta Teachers’ Association
Discipline Procedures
(effective September 1, 1996—Teaching Profession Act)

COMPLAINT TO EXECUTIVE SECRETARY [Section 24]
- Any person may make a complaint
- A superintendent shall make a complaint if there is reason to believe a teacher has been convicted of an indictable offence
- A member shall make a complaint about unprofessional conduct

INVESTIGATION
- Investigator appointed within 30 days of complaint receipt [Section 25]
- Investigation commences within 30 days of referral [Section 26(1)]

REPORT TO EXECUTIVE SECRETARY [Section 27]

Indictable Offence?

IF SUCCESSFUL

Temporary Suspension of Membership [Section 30]

IF NOT SUCCESSFUL

Mediation or Other Dispute Resolution Mechanism Section 27(2) and Bylaw 96 and Discipline Bylaw 1

Hearing Committee
2–4 ATA members
1 public member [Section 18(2)]
- Hearing held “forthwith” [Section 31(1)(4)]
- Guilt assumed
- Hearing committee determines penalty [Section 42]

Complainant may appeal within 30 days [Section 29]

Member or Council may appeal within 30 days

PROFESSIONAL CONDUCT APPEAL COMMITTEE
3–4 ATA members
1 public member [Section 20(1)]
- Hears appeal of hearing committee decision lodged by investigated person or Provincial Executive Council
- Hearing commences within 90 days [Section 50(1)]
- Appeal must be founded on decision of hearing committee and record of proceedings [Section 53(1)]
- Committee may quash, vary, or confirm a finding or order, make a finding or order of its own or refer the matter back to the hearing committee with direction [Section 54(1)]

Member or Council may appeal penalty within 30 days

COMPLAINANT APPEAL COMMITTEE
2 ATA members
1 public member [Section 19(1)]
Reviews decision of Executive Secretary
May order a hearing

IF SUCCESSFUL

No Hearing Ordered

IF NOT SUCCESSFUL

No Hearing Ordered

Frivolous, Vexatious, or Insufficient Evidence?

No Hearing Ordered