FAQ | TEACHER REGULATION

THE MANITOBA TEACHERS' SOCIETY

PUBLIC REGISTRY

1. What is the Public Registry?

It is a registry of all teachers from 1960 who hold a teaching certificate in Manitoba. It also includes disciplinary outcomes taken against certificate holders back to 1990.

2. How do I access the Registry?

The registry is located ***here***.

3. What type of information will be on the Registry?

The registry includes the teacher's name, certificate issuance date, class, current status, and records of any disciplinary outcomes.

4. Who can view the Registry?

The registry is publicly accessible online.

5. Does my information stay on the registry forever?

Information such as your name and current status will remain on the registry, even after you are no longer teaching. Misconduct decisions will remain on the registry indefinitely.

PROFESSIONAL MISCONDUCT COMPLAINTS

1. Who can report a teacher and for what reasons?

The legislation indicates that:

Any person may make a written complaint to the commissioner that alleges

(a) professional misconduct by a teacher; or

(b) that a teacher has been or is incompetent to carry out the professional responsibilities of a teacher.

The complaint reporting process and form can be found ***here***.

2. Can anonymous complaints be made?

There is no prohibition on filing anonymous complaints.

3. Does this new disciplinary model change the role of my employer?

School divisions will maintain their responsibilities when it comes to setting expectations for conduct and determining teacher competence. The new disciplinary model does not replace the obligation on the employer to investigate concerns of misconduct or incompetence. However, the legislation stipulates that the employer must report "any and all" discipline for professional misconduct and/or incompetence to the commissioner.

4. What can I be reported for?

Professional Misconduct is defined in legislation as follows:

Professional misconduct of a teacher **means conduct that makes them unsuitable to be a teacher**, including, but not limited to, the following:

(a) any act concerning a pupil or other child under the teacher's care or supervision that involves

(i) sexual abuse or sexual exploitation of the pupil or child,

(ii) sexual misconduct concerning the pupil or child,

(iii) physical harm to the pupil or child, or

(iv) significant emotional harm to the pupil or child;

(b) any act prohibited under section 163.1 of the Criminal Code (Canada) (child pornography);

(c) conduct that is prescribed by regulation to constitute professional misconduct. (« inconduite professionnelle »)

5. What is "significant emotional harm"?

Currently, there is no clear definition of what constitutes "significant emotional harm". The commissioner has expressed their view that there will be a high threshold. The commissioner has also expressed hesitance in providing a concrete definition in case something is missed or excluded. Rather, the commissioner will rely on their judgement, other definitions that exist in Manitoba and Canada, and will make determinations on a case-by-case basis. Every decision the commissioner makes helps us understand what this term may mean.

6. What is "conduct that makes them unsuitable to be a teacher"?

Currently, there is no clear definition of what constitutes "conduct that makes them unsuitable to be a teacher". Any discipline related to professional misconduct is expected to be reported by the employer. Every decision the commissioner makes helps us understand what this term may mean.

REVIEW AND INVESTIGATION

1. Who is the commissioner?

Noni Classen is the Commissioner of Teacher Professional Conduct for Manitoba. She started her position officially in May of 2026. Learn more ***here***.

2. Is there a timeline for filing a complaint?

There do not appear to be any timelines for filing complaints as outlined in ***legislation***.

3. What happens if a complaint is filed against me?

The commissioner will review complaints to determine appropriate actions. They may choose to close the matter without further action, delay action if the teacher's employer or a criminal proceeding is already addressing the issue or opt for a consent resolution agreement where both the commissioner and the teacher agree on suitable consequences to address the concern without a formal hearing or order a hearing and appoint a hearing panel.

You can see a graphic organizer of this process ***here***.

4. Will I be provided with a copy of the complaint?

Should the employer file a complaint, under their legislative obligations they are required to provide you with a copy of their report. In the case of a public complaint, you will be notified once the commissioner has decided to either take no further action, in which case you'll be provided with the reasons and the complaint, or if they choose to investigate.