



Ontario's Teaching Regulator  
L'organisme de réglementation  
de l'enseignement en Ontario

# Committee Report

Item: Investigation Committee Report

Public Interest Rationale: The Investigation Committee is a statutory committee of the Ontario College of Teachers (the "College"). The Investigation Committee's mandate is to consider and screen complaints made to the College about its members.

Strategic Alignment: Strategic Goal 3 – Efficient and proportionate responses to alleged and actual misconduct, incompetence and incapacity.

Submitted By: Philip Warner, OCT, Chair

## Committee Meetings/Panel Dates

The Investigation Committee and Roster met on November 27, 2025 for a training session led by Independent Legal Counsel.

The Investigation Committee met on November 20, 2025.

### Investigation Committee (IC) Panel Dates

#### Three Member IC Panel Meetings

Months	Dates
October	8, 22, 29* and 30
November	5, 12,* 13,* 19 and 21
December	3, 10*, 17 and 18*

\*Ad hoc meeting to consider urgent and/or seized matters.

#### Single-Member IC Complaint Resolution Panel Meetings

Months	Dates
October	N/A
November	14
December	12 and 18

## Summary of Discussions

### 1. Trainings

At the November 27, 2025 training session, Independent Legal Counsel provided training to Committee and Roster members on the following topics:

- When is a medical inquiry appropriate and when is it not?
- Submissions by defence counsel: what role do they play?
- Criminal charges and convictions: what if the criminal charges are withdrawn or the member is found not guilty?
- Internal consistency in Decisions and Reasons.

The Investigation Committee/Roster participated in a full-day Equity, Diversity and Inclusion (EDI) training session on August 21, 2025. The EDI training covered key concepts such as basic tenets of equitable practices and their application in educational contexts, such as Ontario's *Human Rights Code*, and intent vs. impact; situating systems of power and oppression in education and decision-making, identifying examples of discrimination, stereotyping and the impacts of intersectionality and learning basic strategies and self-reflective skills for equitable collective decision-making.

### 2. Investigation Committee Meeting

The Chair briefly set out her role and responsibilities, and those of the Committee and Roster.

The Chair reflected that her term was ending effective December 31, 2026. Committee members and staff congratulated the Chair on her work.

The Manager, Professional Conduct presented an overview of the Complaints Resolution program.

## Statistics

The following is a summary of the disposition of cases concluded by panels of the Investigation Committee between October 1, 2025 and December 31, 2025.

Disposition of Cases	October-December 2025
Referred to Discipline Committee under subsections 26(5)(a) and 26(9)	17
Referred to Fitness to Practise Committee under subsection 26(5)(a)	1

Admonishment in person under subsection 26(5)(c)	14
Written admonishment under subsection 26(5)(d)	8
Caution in person under 26(5)(c)	9
Written caution under subsection 26(5)(d)	13
Advice under subsection 26(5)(d)	8
Reminder under subsection 26(5)(d)	6
Not referred following an investigation and no further action taken under subsection 26(5)(b)	34
Refused to investigate: not related to professional misconduct or incapacity under subsection 26(2)(a), or, frivolous, vexatious, abuse of process, manifestly without substance or made for an improper purpose under subsection 26(2)(b) (Request for Direction)	10
Undertaking to Resign and Never to Reapply under subsection 26(5)(b)	6
Undertaking – Medical	2
Direct the Registrar to suspend a member’s Certificate of Qualification and Registration under subsections 26(4.7) and 26(4.10) and Regulation 616/20	1
Administrative Resignation under subsection 26(5)(d)	0
Complaint Resolution under section 26.1	20
Coursework under subsection 26(5)(d)(ii)	1
<b>Total</b>	<b>150</b>

The total number of dispositions does not include nine matters that were withdrawn or abandoned before reaching a panel of the Investigation Committee.

## **Motions Referred to Council**

No motions were referred for Council consideration.

## **Duties and Mandate of the Committee**

The duties and mandate of the Investigation Committee are described in Appendix 1 of this document.

## **Committee Members**

Philip Warner, OCT (Chair) \*

Elisha Turney Foss (Vice-Chair) \*\*

Simon Burke

Claudine Rollande Gauthier, OCT \*\*\*

Colin Halsall, OCT

Danielle Morin

Ramona Nazareth, OCT\*\*\*\*

Josée Savage-Levac, OCT\*\*\*

Naomi Thick \*\*\*

\*On January 1, 2026, Mr. Warner was appointed Chair of the Investigation Committee

\*\*On January 1, 2026, Ms. Turney Foss was appointed Vice-Chair of Investigation Committee.

\*\*\* On January 1, 2026, Ms. Gauthier, Ms. Savage-Levac and Ms. Thick were appointed to the Investigation Committee.

\*\*\*\* On December 31, 2025, Ms. Nazareth's term on the Investigation Committee ended.

## **Roster Members**

Anne Resnick

Arthur Au-Yeung, OCT

Béatrice Koua Dubé, OCT

Clarence Pitterson, OCT

Danica Vidotto, OCT

Esha Bhardwaj, OCT

Fadi Mehanna, OCT

Fiona Lee

Jasminie Singh, OCT

Jaqueline Grenon

Joey Bedard, OCT

Joy Sommerfreund

Jules Tanguieu Ngounou, OCT

Krista Tucker Petrick, OCT

Larry Lanctot, OCT

Lileath Claire

Mary Louise Wright, OCT

Matthew Kent

Neil Runnalls, OCT

Ravil Veli

Rina George-Alexander, OCT

Rod Miller

Ryan Kimmerly, OCT

Stefano Fornazzari, OCT

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Philip Warner, OCT (Chair)

## APPENDIX 1

### Investigation Committee

#### Mandate and Duties

The Investigation Committee is a statutory committees of the College established by the *Ontario College of Teachers Act, 1996* (the "Act"):

Section 3 of the Act establishes the objects of the College, and the object most directly pertinent to the Investigation Committee is the following:

8. To receive and investigate complaints against members of the College and to deal with discipline and fitness to practice issues

The following are among the specific duties of the Investigation Committee, as stipulated in section 26 the Act:

- To consider and investigate complaints regarding the conduct or actions of a member made by the four designated sources: a member of the public, a member of the College, the Registrar or the Minister.
- To ensure that:
  - the complaint is in the format prescribed by the by-laws;
  - that the member has been notified of the complaint and given at least 60 days to respond; and
  - that the Committee has examined all the relevant documents and information.
- To use its best efforts to dispose of a complaint within 120 days of it being filed.
- To refuse to investigate a complaint if, in its opinion, it does not relate to professional misconduct, incompetence or incapacity; and/or is frivolous, vexatious, an abuse of process, manifestly without substance or made for an improper purpose.

- To ensure that notice of the complaint includes reasonable information about the allegations.
- To provide its decision in writing to the member who is the subject of the investigation, the employer who reported the matter to the College, the member's current employer if different than the reporting employer and the public complainant, where applicable, and, with the exception of when the decision was to refer the complaint to a hearing committee, to also provide its reasons.
- The Committee can dispose of a matter by:
  - referring the complaint, in whole or in part, to the Discipline Committee or the Fitness to Practise Committee;
  - not referring a complaint and take no further action;
  - issuing written reminders, advice, cautions and admonishments or in-person cautions or admonishments or further actions as it considers appropriate and that is not inconsistent with the Act, the regulations or the by-laws;
  - adopting a Request for Adoption in Complaint Resolution matters;
  - adopting an Undertaking in a Teacher Performance Appraisal matters;
  - adopting an Undertaking to Resign and Never to Reapply; and
  - directing that medical inquiries be made where the Committee believes that a member may be incapacitated.