

NOTICE OF PUBLICATION BAN

In the matter of College of Early Childhood Educators and Juliet Evans this is notice that the Discipline Committee ordered that no person shall publish or broadcast the identity of, or any information that could identify, any person who is under 18 years old and is a witness in the hearing, or the subject of evidence in the hearing or under subsection 35.1(3) of the Early Childhood Educators Act, 2007.

**DISCIPLINE COMMITTEE
OF THE COLLEGE OF EARLY CHILDHOOD EDUCATORS**

PANEL: Stacee Stevenson, RECE, Chair
Yalin Gorica, RECE
Richard Filion, DDS

BETWEEN:

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)	
COLLEGE OF EARLY)	Vered Beylin
CHILDHOOD EDUCATORS)	For the College of Early Childhood Educators
)	
and)	
)	
Juliet Evans)	Self-represented
REGISTRATION # 67056)	
)	
)	
)	Lonny Rosen,
)	Rosen Sunshine LLP
)	Independent Legal Counsel
)	
)	Heard: June 18, 2024

DECISION AND REASONS

This matter was heard by a panel of the Discipline Committee (the “Panel”) of the College of Early Childhood Educators (the “College”) on June 18, 2024. The hearing proceeded electronically (by videoconference) pursuant to the *Early Childhood Educators Act, 2007*, S.O. 2007, c. 7, Sch. 8 (the “ECE Act”) and the College’s Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee.

At the outset, the Panel noted that the hearing was being recorded in the Zoom platform at the direction of the Panel for the hearing record and ordered that no person shall make any audio or video recording of these proceedings by any other means.

PUBLICATION BAN

The Panel ordered a publication ban following a motion by College Counsel, on consent of the Member, pursuant to section 35.1(3) of the ECE Act. The order bans the public disclosure, publication and broadcasting outside of the hearing room, of any names or identifying information of any minor children who may be the subject of evidence in the hearing.

THE ALLEGATIONS

The allegations against the Member were contained in the Notice of Hearing dated May 23, 2024, which provided as follows:

1. At all material times, Juliet Evans (the “Member”) was a member of the College and was employed as an Early Childhood Educator (“ECE”) at Sir Arthur Currie Childcare Centre (the “Centre”) in London, Ontario.
2. On or about the morning of April 28, 2022, the Member was responsible for supervising a group of preschool-aged children, including a 3-year-old child (the “Child”). The Member became frustrated with the Child, sat the Child on a chair and pinched the Child’s hand.

As a result of the Member's conduct, the Child cried loudly and sustained a mark on their hand.

3. By engaging in the conduct set out in paragraph 2 above, the Member engaged in professional misconduct as defined in subsection 33(2) of the ECE Act, in that:
 - a. The Member physically abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.1);
 - b. The Member psychologically or emotionally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.2);
 - c. The Member failed to maintain the standards of the profession, contrary to Ontario Regulation 223/08, subsection 2(8), in that:
 - i. The Member failed to be knowledgeable about a range of strategies that support ongoing positive interactions with children and families, contrary to Standard I.B.2 of the College's Standards of Practice;
 - ii. The Member failed to engage in supportive and respectful interactions with children to ensure they feel a sense of security and belonging, contrary to Standard I.C.2 of the College's Standards of Practice;
 - iii. The Member failed to work in partnership with children, families and colleagues to create a safe, healthy and inviting environment that promotes a sense of belonging, well-being and inclusion, contrary to Standard III.C.1 of the College's Standards of Practice;
 - iv. The Member failed to know the current legislation, policies and procedures that are relevant to her professional practice and to the care and education of children, contrary to Standard IV.B.1 of the College's Standards of Practice; and/or
 - v. The Member failed to model professional values, beliefs and behaviours with children, families and colleagues, and/or she failed to understand that her conduct reflects on her as a professional and on her profession at all times, contrary to Standard IV.C.4 of the College's Standards of Practice.
 - d. The Member acted or failed to act in a manner that, having regard to the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 223/08, subsection 2(10); and

- e. The Member acted in a manner that is unbecoming of a member, contrary to Ontario Regulation 223/08, subsection 2(22).

EVIDENCE

Counsel for the College advised the Panel that agreement had been reached on the facts and introduced an Agreed Statement of Facts, the substance of which is as follows:

The Member

1. The Member had a certificate of registration with the College for approximately five years. Her certificate of registration was suspended for non-payment of fees or penalties at the time that she signed the Agreed Statement of Facts and was not reinstated prior to the hearing. The Member did not have a prior discipline history with the College.
2. At all material times, the Member was employed as an ECE the Centre in London, Ontario.

The Incident

3. On the morning of April 28, 2022, the Member was responsible for supervising a group of preschool-aged children, including the Child. The Member became frustrated with the Child, sat the Child on a chair, and pinched the Child's hand.
4. As a result of the Member's conduct, the Child sustained a mark on their hand and cried loudly, rubbing their hand. The Member then engaged with other children in the room, while another staff attempted to comfort the Child. The mark on the Child's hand remained visible for at least four days.

Additional Information

5. The Ministry of Education (the “Ministry”) investigated the Incident. It concluded that the Member engaged in the prohibited practice of inflicting bodily harm on a child and issued a Compliance Order against the Member.
6. The Centre’s Behaviour Guidance Policy prohibited corporal punishment of a child, using harsh or degrading measures, or inflicting any bodily harm on children, among other things.
7. The Member resigned from her position as an RECE at the Centre following the Incident.

Admissions of Professional Misconduct

8. The Member admits that she engaged in and is guilty of professional misconduct as described in paragraphs 3 to 4 above, and as defined in subsection 33(2) of the ECE Act, in that:
 - a. The Member physically abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.1);
 - b. The Member psychologically or emotionally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.2);
 - c. The Member failed to maintain the standards of the profession, contrary to Ontario Regulation 223/08, subsection 2(8), in that:
 - i. The Member failed to be knowledgeable about a range of strategies that support ongoing positive interactions with children and families, contrary to Standard I.B.2 of the College’s Standards of Practice;
 - ii. The Member failed to engage in supportive and respectful interactions with children to ensure they feel a sense of security and belonging, contrary to Standard I.C.2 of the College’s Standards of Practice;
 - iii. The Member failed to work in partnership with children, families and colleagues to create a safe, healthy and inviting environment that promotes a sense of

belonging, well-being and inclusion, contrary to Standard III.C.1 of the College's Standards of Practice;

- iv. The Member failed to know the current legislation, policies and procedures that are relevant to her professional practice and to the care and education of children, contrary to Standard IV.B.1 of the College's Standards of Practice; and
 - v. The Member failed to model professional values, beliefs and behaviours with children, families and colleagues, and/or she failed to understand that her conduct reflects on her as a professional and on her profession at all times, contrary to Standard IV.C.4 of the College's Standards of Practice.
- d. The Member acted or failed to act in a manner that, having regard to the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 223/08, subsection 2(10); and
- e. The Member acted in a manner that is unbecoming of a member, contrary to Ontario Regulation 223/08, subsection 2(22).

THE MEMBER'S PLEA

The Member admitted to the allegations in the Agreed Statement of Facts.

The Panel received a written plea inquiry which was signed by the Member. The Panel also conducted a verbal plea inquiry and was satisfied that the Member's admission was voluntary, informed and unequivocal.

SUBMISSIONS OF THE PARTIES ON LIABILITY

College Counsel submitted that the Member was guilty of professional misconduct, the allegations of which were supported by the facts set out in the Agreed Statement of Facts.

College Counsel submitted that the facts demonstrate that the Member engaged in physically aggressive conduct towards a young child, disregarding the Child's physical and emotional well-being. The Member failed to model the professional values, beliefs and behaviours required of an RECE and did not create and maintain positive and caring relationships with children under her supervision. When the Member became frustrated, she pinched the Child's hand. Although it was a single violent act, the Member physically abused a child, disregarding the Child's rights as an individual. The Member's conduct also caused the Child emotional distress by the fact that the Child was crying loudly and rubbing their hand. As a result, other staff members had to comfort the Child.

College Counsel submitted that the Member's conduct was inappropriate and unprofessional, as she failed to support the sense of well-being, belonging, and safety of the Child. ECEs are expected to form caring and positive relationships with children, families and colleagues.

College Counsel submitted that the Member failed to follow the Standards of Practice and the Centre's policies which prohibit pinching and excessive force, and which encourage engaging in positive child guidance practices. She also failed to establish a caring relationship with the Child and to respond to their needs by maintaining a safe, healthy and inviting learning environment as required by the Standards of Practice. Further, the Member failed to know, understand and abide by legislation, policies and procedures relevant to the profession and to make decisions and provide positive behaviour guidance in the best interests of the Child. Additionally, she failed to model professional behaviour with children and colleagues. College Counsel submitted that such conduct was disgraceful, dishonourable, unprofessional and clearly unbecoming a member.

The Member made no submission on liability but agreed that she had committed the acts of professional misconduct outlined in the Notice of Hearing.

FINDINGS AND REASONS FOR DECISION

Having regard to the facts set out in the Agreed Statement of Facts, the Panel accepted the Member's admission and found her guilty of professional misconduct as alleged in the Agreed Statement of Facts and the Notice of Hearing.

The Panel found that all the allegations set out in the Notice of Hearing are supported by the facts contained in the Agreed Statement of Facts. The Panel found that the College met its burden of

proof and established that it was more likely than not that the Member engaged in the acts of misconduct as alleged.

Specifically, the Panel found that on April 28, 2022, while the Member was supervising a group of preschool children, she engaged in aggressive conduct towards the Child that constituted physical and emotional abuse. Further, the Member failed to engage in supportive and respectful interactions with the Child. RECEs are required to be caring and empathetic and to act with integrity, and to comply with the Standards of Practice of the profession.

Through her conduct, the Member failed to demonstrate knowledge and use a range of strategies that support ongoing positive interactions with children and families. She also failed to create a safe, healthy and inviting environment that promotes a sense of belonging, well-being and inclusion.

The Member did not comply with the Standards of Practice which required her to know, understand and abide by legislation, policies and procedures relevant to the profession, including providing positive behavior guidance in the best interest of the Child. The Code of Ethics requires RECEs to make the well-being, learning and care of children their foremost responsibility. It requires them to value the rights of children and create learning environments where all children can experience a sense of security and belonging. The Panel found that the Member breached the Code and all of these Standards. The Panel found that the Member also failed to model professional values and behaviours with children. Her conduct would clearly be regarded by members of the profession as disgraceful, dishonourable and unprofessional. It reflects negatively on the Member and the profession and is unbecoming a member of the profession.

The Panel acknowledged that this was a single incident, but even a single incident can constitute physical and emotional abuse of a child, as well as a breach of numerous standards of practice.

The Panel found that the facts as presented support all of the allegations of the finding that the Member engaged in all of the acts of misconduct alleged in the Notice of Hearing.

POSITION OF THE PARTIES ON PENALTY

Counsel for the College and the Member made a joint submission as to an appropriate penalty and costs order (the "Proposed Order"). The parties submitted that the Panel should make an order as follows:

1. Requiring the Member to appear before a Panel of the Discipline Committee to be reprimanded within 60 days from the date of the Order.
2. Directing the Registrar to suspend the Member's certificate of registration for a period of
 - a. 8 months; or
 - b. the period of time required to comply with terms, conditions and limitations set out in paragraphs 3(a) to 3(f) below,

whichever is greater.

The suspension will take effect from the date the Member reinstates her certificate of registration with the College and will run without interruption as long as the College has not otherwise prohibited the Member from practising or suspended the Member for any other reason.

3. Directing the Registrar to impose the following terms, conditions and limitations on the Member's certificate of registration:

Coursework

- a. Prior to the Member commencing or resuming employment as an RECE or engaging in the practice of early childhood education, as defined in section 2 of the ECE Act, the Member must successfully complete, with a minimum passing grade of 70% (or to the satisfaction of the Director of Professional Regulation (the "Director") if a grade is not assigned) and at her own expense, the following course(s) (subject to the Director's pre-approval):
 - i. Behaviour Guidance; and
 - ii. Positive intervention strategies.
- b. The Member must provide the Director with proof of enrollment and successful completion of the course(s).

Mentorship

- c. Prior to the Member commencing or resuming employment as an RECE or engaging in the practice of early childhood education, as defined in section 2 of the ECE Act, the Member, at her own expense, will arrange a mentoring relationship with a Mentor, who:
 - i. is an RECE in good standing with the College,
 - ii. is employed in a supervisory position,
 - iii. has never been found guilty of professional misconduct and/or incompetence by the Discipline Committee of the College,
 - iv. is not currently found to be incapacitated by the Fitness to Practise Committee of the College,
 - v. is not currently the subject of allegations referred to the Discipline Committee or the Fitness to Practise Committee of the College, and
 - vi. is pre-approved by the Director. In order to pre-approve the Mentor, the Member will provide the Director with all requested information, including (but not limited to) the name, registration number, telephone number, address and résumé of the Mentor.

- d. The Member will provide the Mentor with a copy of the following documents within 14 days of being notified that the Mentor has been approved by the Director, or within 14 days after the release of such documents, whichever is earliest:
 - i. the Panel's Order,
 - ii. the Agreed Statement of Facts,
 - iii. the Joint Submission on Penalty and Costs, and
 - iv. the Panel's Decision and Reasons.

- e. The Member will meet with the Mentor at least every 2 weeks after the Mentor has been approved by the Director to discuss the following subjects:
 - i. review of the College's Code of Ethics and Standards of Practice,
 - ii. the acts or omissions by the Member, which resulted in the Discipline Committee finding the Member guilty of professional misconduct,
 - iii. the potential consequences of the misconduct to the parents/children affected, and to the Member's colleagues, profession and self,

- iv. the coursework the Member is ordered to complete, as set out in paragraph 3(a) above,
 - v. strategies for preventing the misconduct from recurring, and
 - vi. the Member's daily practice and any issues that arise, to ensure that she is meeting the College's Standards of Practice (without disclosing personal or identifying information about any of the children under the Member's care, or clients of her employer(s)).
- f. The Member will complete a minimum of 2 mentorship sessions to the satisfaction of the Director prior to commencing or resuming employment as an RECE or engaging in the practice of early childhood education, as defined in section 2 of the ECE Act.
- g. After a minimum of 5 sessions, the Member can seek the Director's permission to stop participating in the mentorship sessions by providing the Director with a report by the Mentor that sets out the following:
- i. the dates the Member attended the sessions with the Mentor,
 - ii. that the Mentor received a copy of the documents referred to in paragraph 3(d),
 - iii. that the Mentor reviewed the documents set out in paragraph 3(d) and discussed the subjects set out in paragraph 3(e) with the Member, and
 - iv. the Mentor's assessment of the Member's insight into her behaviour.
- h. All documents delivered by the Member to the College or the Mentor will be delivered by email, registered mail or courier, and the Member will retain proof of delivery.

Other

- i. Within 14 days of commencing or resuming employment as an RECE, the Member will ensure that the Director is notified of the name, address and telephone number of all employers.
- j. The College may require proof of compliance with any of the terms in this Order at any time.

4. Requiring the Member to pay the College's costs fixed in the amount of \$1,000, within 12 months of the date of this Order.

Submissions of the College on Penalty and Costs

Counsel for the College submitted that the Proposed Order was appropriate in the circumstances and would send a message to the Member, to the profession, and the public at large that the Member's conduct was unacceptable and would not be tolerated. As such, the Proposed Order would discourage the Member and other RECEs from engaging in similar conduct. The Proposed Order would also assist in rehabilitating the Member and ensure that she learned fully from her wrongdoing. The Proposed Order was also within the range of penalties imposed in similar cases, while taking into account the specific aggravating and mitigating factors of this case.

Counsel for the College indicated that there were five aggravating factors:

1. The age of the Child – the child was three years old and in the Preschool Room.
2. The Member's contact with the Child was physically violent. The Member was frustrated with the Child and pinched them on the hand. That type of physically abusive behaviour will never be tolerated.
3. The Child sustained a visible mark on their arm as a result of the incident. After the Ministry investigated the incident, it issued a compliance order against the Member.
4. The incident had a negative emotional impact on the Child as demonstrated by the fact that the Child cried loudly and rubbed their hand after being pinched by the Member, needing the comfort of another staff in the room.
5. Although brief, the Member's conduct was serious enough to reflect negatively on the profession and to erode the trust that families put in RECEs.

Counsel for the College indicated that there were two mitigating factors:

1. The Member pleaded guilty and agreed to a penalty, which demonstrated insight on her part and saved the cost and resources of a lengthy hearing.
2. The Member has no prior record of misconduct with the College.

College Counsel submitted that there were two additional factors, which were neither mitigating nor aggravating, but relevant:

1. The College is unaware of the incident having any long lasting emotional impact on the Child.

2. This was a single incident and there was no indication of a pattern of behaviour.

College Counsel submitted that the penalty would instill trust in the ability of the College to regulate the profession, and that further rehabilitation through coursework and mentorship is a key element of supporting the public trust.

College Counsel advised the Panel that it should be mindful that a jointly proposed penalty should be accepted unless the penalty was so harsh or lenient that it would bring the administration of justice into disrepute or would otherwise not be in the public interest.

The College provided the Panel with three cases to demonstrate that the Proposed Order was proportionate and consistent with penalties ordered by the Discipline Committee for similar conduct:

- *College of Early Childhood Educators v. Naina Mubin Shaik, 2023 ONCECE 17*
- *College of Early Childhood Educators v. Rosie Jameak Black, 2023 ONCECE 1*
- *College of Early Childhood Educators v. Vasantha Thevakumar, 2024 ONCECE 8*

While no two cases are identical, College Counsel submitted that these cases showed that the Proposed Order was within the range of penalties imposed in similar cases and was appropriate in this particular case.

College Counsel submitted that the Proposed Order included an amount for costs agreed upon by the parties. Although this was a symbolic amount representing a fraction of the College's actual costs, it was important to demonstrate that the membership as a whole, through their dues, should not be required to pay the entire cost of investigating and prosecuting the inappropriate actions of one member.

Submissions of the Member on Penalty and Costs

The Member agreed to the Proposed Order and did not make any further submissions.

PENALTY DECISION

The Panel accepted the joint submission on penalty and makes the following order as to penalty:

1. The Member is required to appear before the Panel to be reprimanded within 60 days from the date of the Order.
2. The Registrar is directed to suspend the Member's certificate of registration for a period of
 - a. 8 months; or
 - b. the period of time required to comply with terms, conditions and limitations set out in paragraphs 3(a) to 3(f) below,

whichever is greater.

The suspension will take effect from the date the Member reinstates her certificate of registration with the College and will run without interruption as long as the College has not otherwise prohibited the Member from practising or suspended the Member for any other reason.

3. The Registrar is directed to impose the following terms, conditions and limitations on the Member's certificate of registration:

Coursework

- a. Prior to the Member commencing or resuming employment as an RECE or engaging in the practice of early childhood education, as defined in section 2 of the ECE Act, the Member must successfully complete, with a minimum passing grade of 70% (or to the satisfaction of the Director if a grade is not assigned) and at her own expense, the following course(s) (subject to the Director's pre-approval):
 - i. Behaviour Guidance; and
 - ii. Positive intervention strategies.
- b. The Member must provide the Director with proof of enrollment and successful completion of the courses.

Mentorship

- c. Prior to the Member commencing or resuming employment as an RECE or engaging in the practice of early childhood education, as defined in section 2 of the ECE Act, the Member, at her own expense, will arrange a mentoring relationship with a Mentor, who:
 - i. is an RECE in good standing with the College,
 - ii. is employed in a supervisory position,
 - iii. has never been found guilty of professional misconduct and/or incompetence by the Discipline Committee of the College,
 - iv. is not currently found to be incapacitated by the Fitness to Practise Committee of the College,
 - v. is not currently the subject of allegations referred to the Discipline Committee or the Fitness to Practise Committee of the College, and
 - vi. is pre-approved by the Director. In order to pre-approve the Mentor, the Member will provide the Director with all requested information, including (but not limited to) the name, registration number, telephone number, address and résumé of the Mentor.

- d. The Member will provide the Mentor with a copy of the following documents within 14 days of being notified that the Mentor has been approved by the Director, or within 14 days after the release of such documents, whichever is earliest:
 - i. the Panel's Order,
 - ii. the Agreed Statement of Facts,
 - iii. the Joint Submission on Penalty and Costs, and
 - iv. the Panel's Decision and Reasons.

- e. The Member will meet with the Mentor at least every 2 weeks after the Mentor has been approved by the Director to discuss the following subjects:
 - i. review of the College's Code of Ethics and Standards of Practice,
 - ii. the acts or omissions by the Member, which resulted in the Discipline Committee finding the Member guilty of professional misconduct,
 - iii. the potential consequences of the misconduct to the parents/children affected, and to the Member's colleagues, profession and self,

- iv. the coursework the Member is ordered to complete, as set out in paragraph 3(a) above,
 - v. strategies for preventing the misconduct from recurring, and
 - vi. the Member's daily practice and any issues that arise, to ensure that she is meeting the College's Standards of Practice (without disclosing personal or identifying information about any of the children under the Member's care, or clients of her employer(s)).
- f. The Member will complete a minimum of 2 mentorship sessions to the satisfaction of the Director prior to commencing or resuming employment as an RECE or engaging in the practice of early childhood education, as defined in section 2 of the ECE Act.
- g. After a minimum of 5 sessions, the Member can seek the Director's permission to stop participating in the mentorship sessions by providing the Director with a report by the Mentor that sets out the following:
- i. the dates the Member attended the sessions with the Mentor,
 - ii. that the Mentor received a copy of the documents referred to in paragraph 3(d),
 - iii. that the Mentor reviewed the documents set out in paragraph 3(d) and discussed the subjects set out in paragraph 3(e) with the Member, and
 - iv. the Mentor's assessment of the Member's insight into her behaviour.
- h. All documents delivered by the Member to the College or the Mentor will be delivered by email, registered mail or courier, and the Member will retain proof of delivery.

Other

- i. Within 14 days of commencing or resuming employment as an RECE, the Member will ensure that the Director is notified of the name, address and telephone number of all employers
- j. The College may require proof of compliance with any of the terms in this Order at any time.

REASONS FOR PENALTY

The Panel understands that the penalty ordered should protect the public and enhance public confidence in the ability of the College to regulate RECEs. This is achieved through a penalty that addresses specific deterrence, general deterrence and, where appropriate, rehabilitation and remediation. The penalty should be proportionate to the misconduct.

In considering the joint submission, the Panel was mindful that a jointly proposed penalty should be accepted unless its acceptance would bring the administration of justice into disrepute, or it is otherwise not in the public interest. The Proposed Order included a suspension that will prevent the Member from practising as an RECE for at least eight months and until she completes the required coursework. The Panel viewed this suspension as appropriate, given the aggravating and mitigating factors, and particularly the fact that the misconduct involved a single incident and the Member admitted to her conduct and pleaded guilty.

The Panel found that this suspension, together with the reprimand, would serve to deter the Member from engaging in further misconduct and deter other RECEs from engaging in such conduct. The Panel found that the extensive coursework and mentorship would provide both public protection and rehabilitation of the Member.

It is the Panel's conclusion that the Proposed Order addresses the principles of specific and general deterrence and rehabilitation and ensures the confidence and protection of the public.

Panels of the Discipline Committee have expressed concern at the increasing number of discipline cases involving physical and emotional abuse of young children, and the Panel renews its concern in this regard. It is the obligation of RECEs to treat all children with respect and dignity and create environments where all children can safely experience a sense of belonging and inclusion. The Panel wants to reinforce that any incident of physical and emotional abuse will not be tolerated. The Panel urges the College to seek more severe penalties in the future for this type of conduct.

ORDER AS TO COSTS

Subsection 33(5)(4) of the ECE Act provides that in an appropriate case, a panel may make an order requiring a member who the panel finds has committed an act of professional misconduct to pay all or part of the College’s legal costs and expenses, investigation costs and hearing costs.

The parties are in agreement with respect to costs and the amount of costs to be ordered. The Panel agrees that this is an appropriate case for costs to be awarded and the amount proposed by the parties is reasonable.

The Panel orders that the Member pay the College its costs, fixed in the amount of \$1000 to be paid within 12 months of the date of this Order.

I, Stacey Stevenson, sign this decision and reasons for the decision as Chair of this Discipline panel and on behalf of the members of the Discipline panel.



Stacey Stevenson, RECE, Chair

July 19, 2024

Date