

NOTICE OF PUBLICATION BAN

In the matter of College of Early Childhood Educators and Andrea Jane Doan, 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
Shernett Martin*

BETWEEN:

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COLLEGE OF EARLY)	Vered Beylin
CHILDHOOD EDUCATORS)	For the College of Early Childhood Educators
)	
and)	
)	
Andrea Jane Doan)	Self-represented
REGISTRATION # 04921)	
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)	
)	
)	
)	
)	Elyse Sunshine
)	Rosen Sunshine LLP
)	Independent Legal Counsel
)	
)	Heard: September 13, 2024

* Ms. Martin was unexpectedly unable to participate in the deliberations of this matter. The hearing proceeded with two panel members on the consent of the parties. Ms. Martin was not involved in the Panel's decision.

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 August 16, 2024, and September 13, 2024. The hearing proceeded electronically (by videoconference) pursuant to the *Early Childhood Educators Act, 2007* (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 is permitted to 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, 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 August 12, 2024, which provided as follows:

1. At all material times, Andrea Jane Doan (the “Member”) was a member of the College and was employed as the supervisor at A Child’s World Family Child Care Services, located in St. Catharines, Ontario (the “Centre”).
2. On or about the morning of December 19, 2022, S.M.N. (RECE) and C.E.P. (RECE) (collectively “the Staff”) were responsible for supervising the preschool class, including a three-and-a-half-year-old child with a disability (the “Child”). At approximately 9:00 a.m., the Staff transitioned the Child to the Centre’s outdoor play area, even though

the Child was not wearing a coat, snowpants, boots, a hat or mittens. The temperature at the time was approximately -2 degrees Celsius. Once outside, the Staff instructed the Child to remain on a wooden platform until they got dressed, leaving their winter clothes and boots next to them. The Staff failed to dress the Child and/or bring them inside when they did not get dressed themselves. S.M.N. also prevented another staff from helping the Child get dressed, saying words to the effect of “leave them alone” and “they are more than capable of getting dressed by themselves.” In total, the Child remained on the wooden platform, without wearing their winter clothes and boots for approximately 45 minutes to 1 hour and 20 minutes and appeared to be cold.

3. The Member was present on the outdoor play area during the Incident described in paragraph 2 above. Despite that, the Member failed to take steps to ensure the Child’s safety and wellbeing. She did not help the Child get dressed, did not instruct the Staff to dress the Child, and did not bring the Child inside or instruct any other staff to do so.
4. By engaging in the conduct set out in paragraphs 2-3 above, the Member engaged in professional misconduct as defined in subsection 33(2) of the ECE Act, in that:
 - a) The Member failed to supervise adequately a person who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(2);
 - b) 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 understand the importance of creating and maintaining positive relationships with families and colleagues to support children’s well-being, contrary to Standard I.B.4 of the College’s Standards of Practice;
 - ii. 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;
 - iii. The Member failed to model professional values, beliefs and behaviours with children, families and colleagues, and/or 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;

- iv. The Member failed to report professional misconduct, incompetence and incapacity of colleagues which could create risk to the health or well-being of children or others to the appropriate authorities, including to the College in relation to conduct of another RECE, contrary to Standard IV.C.11 of the College's Standards of Practice;
- c) 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/or
- d) The Member acted in a manner that is unbecoming a Member, contrary to Ontario Regulation 223/08, subsection 2(22).

EVIDENCE

The parties advised the Panel that agreement had been reached on the facts and introduced an Agreed Statement of Facts, which provided as follows:

The Member

1. The Member has had a certificate of registration with the College for approximately 15 years. She is in good standing with the College and does not have a prior discipline history.
2. At all material times, the Member was employed as a supervisor at the Centre.

The Incident

3. On the morning of December 19, 2022, the Staff were responsible for supervising the preschool class, including the Child. At approximately 9:00 a.m., the Staff transitioned the Child to the Centre's outdoor play area, even though the Child was not wearing a coat, snowpants, boots, a hat or mittens. The temperature at the time was

approximately -2 degrees Celsius. Once outside, the Staff instructed the Child to remain on a wooden platform until they got dressed, leaving their winter clothes and boots next to them. The Staff failed to dress the Child and/or bring them inside when they did not get dressed themselves. S.M.N. also prevented another staff from helping the Child get dressed, saying words to the effect of “leave them alone” and “they are more than capable of getting dressed by themselves.” In total, the Child remained on the wooden platform, without wearing their winter clothes and boots for approximately 45 minutes to one hour and twenty minutes and appeared to be cold.

4. The Member was present on the outdoor play area for part of the Incident described in paragraph 3 above. The Member briefly spoke with the Child and told them they “should get dressed”. Despite that, the Member failed to take steps to ensure the Child’s safety and wellbeing. She did not help the Child get dressed, did not instruct the Staff to dress the Child, and did not bring them inside or instructed any other staff to do so. The Member went back into the Centre a short time after speaking with the Child.

Additional Information

5. The College is not aware of any physical injuries or emotional impact to the Child as a result of the Incident.
6. As a result of the Incident, the Member was issued a written warning by the Centre and placed on an improvement plan.
7. Following the Incident, the Member undertook extensive professional development to improve and enhance her practice. In addition to several mentoring sessions with a supervisor at the Centre, she attended over 20 hours of instruction relevant to daily practice, inclusion, and positive behaviour guidance strategies.
8. If the Member were to testify, she would advise that she has learned from the Incident and has taken steps to ensure a similar incident does not occur.

Admissions of Professional Misconduct

8. The Member admits that she engaged in and is guilty of professional misconduct as described in paragraph 3 to 4 above, and as defined in subsection 33(2) of the ECE Act, in that:
 - a. The Member failed to supervise adequately a person who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(2);
 - b. 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 understand the importance of creating and maintaining positive relationships with families and colleagues to support children's well-being, contrary to Standard I.B.4 of the College's Standards of Practice;
 - ii. 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;
 - iii. The Member failed to model professional values, beliefs and behaviours with children, families and colleagues, and/or 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;
 - iv. The Member failed to report professional misconduct, incompetence and incapacity of colleagues which could create risk to the health or well-being of children or others to the appropriate authorities, including to the College in relation to conduct of another RECE, contrary to Standard IV.C.11 of the College's Standards of Practice;
 - c. 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/or
 - d. The Member acted in a manner that is unbecoming 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

The College submitted that the Member was guilty of professional misconduct, including neglecting a child's physical needs and failing to adequately supervise a child under her care. All of the allegations of misconduct are supported by the facts set out in the Agreed Statement of Facts.

College Counsel submitted that the facts demonstrated that while in the Centre's outdoor area, the Member failed to provide a safe, healthy and inclusive environment, and failed to attend to the needs of a vulnerable child. The Member's conduct fell below expectations of an RECE. She failed to model RECE values to the staff and, more broadly, to the profession. College Counsel submitted that the Member's conduct was a breach of the standards of practice of the profession. RECEs are expected to be caring and empathetic and to act with integrity. The College submitted that, through her actions, the Member failed to engage in safe, supportive and respectful interactions with a child under her care. The College also submitted that the Member, who was the supervisor at the location, failed to model professional behaviour with her colleagues and failed to understand that her conduct always reflects on her as a professional and on her profession. The Member did not avoid exposing the Child to potential harm and failed to take steps to ensure the Child's safety and wellbeing. Her conduct in these instances was disgraceful, dishonourable, unprofessional and unbecoming of a member in the RECE profession.

The Member acknowledged that she had learned from this experience and would continue with professional development and mentorship to improve her practice. The Member made no submission on liability, but by signing the Agreed Statement of Facts, acknowledged and admitted that she had committed the acts of professional misconduct as 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 presented by the parties. The Panel found that it was more likely than not that the Member engaged in the acts of professional misconduct as alleged.

Specifically, the Panel found that on the morning of December 19, 2022, the Staff transitioned a group of children to the Centre's outdoor play area, including the Child who was not wearing a coat, snowpants, boots, a hat or mittens. The temperature at the time was approximately -2 degrees Celsius. Once outside, the Staff instructed the Child to remain on a wooden platform until they got dressed, leaving their winter clothes and boots next to them. The Member was present on the outdoor play area for part of the incident. The Member briefly spoke with the Child and told them they "should get dressed". Despite that, the Member failed to take steps to ensure the Child's safety and wellbeing. She did not help the Child get dressed, did not instruct the Staff to dress the Child, and did not bring them inside or instruct any other staff to do so. The Member went back into the Centre a short time after speaking with the Child.

The Panel finds that as a result of this conduct, the Member neglected to care for the Child's physical needs, and she failed to provide adequate supervision to a vulnerable child. Through her actions, the Member neglected to provide a safe, healthy and inclusive environment. As the supervisor of the Centre, her actions failed to model professional behaviour with colleagues. The Member's conduct, as outlined above, would clearly be regarded by members of the profession as disgraceful, dishonourable and unprofessional. It reflects negatively on the Member and the profession as a whole and constitutes conduct unbecoming of an RECE.

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

POSITION OF THE PARTIES ON PENALTY

The parties made a joint submission as to an appropriate penalty and costs order (the “Proposed Order”). and 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. 4 months; or

 - b. the period of time required to comply with terms, conditions and limitations set out in paragraphs 3(a) to 3(d) below,

Whichever is greater.

The suspension will take effect from the date of this Order 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:

Mentorship

- 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, 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 of Professional Regulation (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.
- b. 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.
- c. 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. strategies for preventing the misconduct from recurring; and
 - v. 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)).
- d. 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.

- e. 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(b);
 - iii. that the Mentor reviewed the documents set out in paragraph 3(b) and discussed the subjects set out in paragraph 3(c) with the Member; and
 - iv. the Mentor's assessment of the Member's insight into her behaviour.
- f. 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

- g. 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.
 - h. 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 3 months of the date of this Order.

Submissions of the College on Penalty and Costs

College Counsel submitted that this was a unique case arising out of failure to supervise children as the Member was a supervisor who failed to intervene when other RECEs failed to provide adequate supervision to ensure the safety and wellbeing of a vulnerable child. College Counsel

submitted that this was a first case regarding a supervisor who failed to ensure adequate supervision was provided to children, to model professional behaviour to her colleagues, and to intervene and protect the Child from potential harm.

College Counsel submitted that the penalty and costs order set out in the Joint Submission on Penalty and Costs met the principles that a penalty order was required to meet. The proposed order would send a message broadly to the RECE community and to the public at large that the Member's conduct was unacceptable and would not be tolerated, especially in this case that involves a young child with disability. It would discourage other RECEs from engaging in similar conduct and more specifically it would send a message to the Member that her conduct was unacceptable. The proposed order would assist rehabilitation of the Member by providing additional support for her to engage in the profession. Comparing with similar cases, the proposed order was within the range of penalties, while considering the specific aggravating and mitigating factors of this case.

College Counsel submitted six aggravating factors in this case:

1. It involved a young child with a disability who required developmentally appropriate supervision.
2. The Child was exposed to weather related hazard – the temperature was -2 degrees Celsius.
3. The length of the incident: the whole incident lasted 45 minutes to 1 hour and 20 minutes. Although the Member was only physically present on the playground for a short period of time, she failed to intervene.
4. The Child appeared to be cold during this incident.
5. The Member failed to ensure the Child's health and safety. She only told the Child to get dressed but failed to take steps to ensure their safety and wellbeing. She did not help the Child get dressed, did not instruct the Staff to dress the Child, and did not bring the Child inside or instruct any other staff to do so.
6. As a supervisor, the Member must take responsibility for supervising her Staff and avoid exposing children to harm. The Member must speak out when seeing something concerning and provide guidance to Staff in the interest of the children.

College Counsel submitted that the Panel could consider the following mitigating factors:

1. The Member admitted the misconduct and showed remorse by pleading guilty and agreeing to the facts and penalty and saved the College time and the expenses of a contested hearing.
2. The Member did not have a prior history of misconduct.
3. The Member engaged in extensive professional development after the incident and showed a willingness to improve her practice.

College Counsel also submitted three additional considerations:

1. This was an isolated incident and not a pattern of behaviour.
2. The Child was not in emotional distress and there was no evidence of a long-term impact because of the incident.
3. The Child sustained no physical injuries.

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's interest. College Counsel provided the Panel with three cases to demonstrate that the Proposed Order was proportionate and consistent with similar conduct:

- *College of Early Childhood Educators v. Carolyn General, 2023 ONCECE 4*
- *College of Early Childhood Educators v. Ban Al Azawi, 2021 ONCECE 9*
- *College of Early Childhood Educators v. Cristina Cammisa, 2023 ONCECE 3*

College Counsel submitted that the Proposed Order included an amount for costs agreed upon by the parties. The College submitted that, although this was a symbolic amount representing a fraction of the College's actual costs, it was important to demonstrate that the membership as whole, through their dues, should not be required to pay for the inappropriate actions or misconducts of the Member.

Submissions of the Member on Penalty and Costs

The Member agreed to the Proposed Order and did not provide any further submission.

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. 4 months; or

 - b. the period of time required to comply with terms, conditions and limitations set out in paragraphs 3(a) to 3(d) below,

Whichever is greater.

The suspension will take effect from the date of this Order 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:

Mentorship

- 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, 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.
- b. 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.
- c. 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. strategies for preventing the misconduct from recurring; and
 - v. 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)).
- d. 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.

- e. 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(b);
 - iii. that the Mentor reviewed the documents set out in paragraph 3(b) and discussed the subjects set out in paragraph 3(c) with the Member; and
 - iv. the Mentor's assessment of the Member's insight into her behaviour.

- f. 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

- g. 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.

 - h. The College may require proof of compliance with any of the terms in this Order at any time.
4. The Member is required to pay the College's costs fixed in the amount of \$1,000, to be paid within 3 months of the date of this Order.

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. It is the Panel's conclusion that the proposed penalty is appropriate and reasonable in meeting the penalty objectives. Therefore, the Panel accepts the joint submission.

The Panel is aware that no cases are exactly alike. However, reviewing similar cases can help determine the appropriate penalty. The Panel considered the previous cases that were presented by the College, each of which involved similar facts to this case and a similar penalty to that proposed. The Panel took a note that as a supervisor, the Member failed to be a role model to lead and guide staff members and failed to ensure adequate supervision to protect and maintain a safe and healthy learning environment for children. In this case, the Member placed the safety of a vulnerable child at risk by failing to ensure developmentally appropriate supervision based on the increased needs of the Child.

The Panel also considered that the Member cooperated with the College by agreeing to the facts and proposed penalty. The Member took responsibility for her actions, pled guilty and had taken steps to improve her practice by engaging in professional development training after the incident. The Panel found that the proposed suspension was generally consistent with the range of suspensions that were imposed in the previous cases presented to the Panel. The suspension, along with the reprimand, would act as a specific deterrent to the Member, and a general deterrent to other members of the profession, from engaging in such conduct. The terms, conditions and limitations imposed will help to protect the public. The Member will also be rehabilitated through the mentoring sessions before returning to practice in the future. Having considered all factors above, the Panel is satisfied that the proposed penalty in this case is appropriate and in the public interest.

ORDER AS TO COSTS

Subsection 33(5)(4) of the 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 to be paid within 3 months of the date of this Order.

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



Stacey Stevenson, RECE, Chair

October 31, 2024

Date