

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

B E T W E E N:

COLLEGE OF EARLY CHILDHOOD EDUCATORS

- and -

CLAUDIA ZYMAN
RECE #114557

NOTICE OF HEARING

The Complaints Committee of the College of Early Childhood Educators has directed the matter regarding your conduct, as set out in the attached statement of allegations, to be referred to the Discipline Committee pursuant to paragraph 31(5)(a) of the *Early Childhood Educators Act, 2007* (the "Act").

A panel of the Discipline Committee (the "Panel") will hold a hearing pursuant to paragraph 33(1)(a) of the Act on **December 13, 2024 at 8:00a.m., electronically by videoconference**, to determine whether you engaged in professional misconduct and/or are incompetent.

If you prefer to communicate with the College in French, or would like the hearing of your case to be conducted in French, then you must notify the College as soon as possible so that it can make reasonable attempts to accommodate your request.

The Act provides that where the Panel finds a member guilty of professional misconduct and/or to be incompetent, it may make an Order doing one or more of the following:

1. Directing the Registrar to revoke the member's certificate of registration.
2. Directing the Registrar to suspend the member's certificate of registration for a specified period, not exceeding 24 months.
3. Directing the Registrar to impose specified terms, conditions or limitations on the member's certificate of registration.

4. Requiring that the member be reprimanded, admonished or counseled by the Committee or its delegate.
5. Imposing a fine in an amount that the Committee considers appropriate, to a maximum of \$2,000, to be paid by the member to the Minister of Finance for payment into the Consolidated Revenue Fund.
6. Fixing costs to be paid by the member.

The Panel may also direct the Registrar to not carry out a direction made under paragraphs 1, 2 or 3 above for a specified period and to not carry out the direction at all if specified terms are met within that period. The Panel may specify the terms it considers appropriate, including but not limited to terms requiring the successful completion of specified courses of study.

In making an order under paragraphs 1, 2 or 3, the Panel may also fix a period during which the member may not apply to have a new certificate issued, to have the suspension removed, or to vary the terms, conditions and limitations.

The Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee can be found on the College's website at college-ecce.ca. The Rules can also be made available to you upon request.

IF YOU DO NOT ATTEND AT THE HEARING, IN PERSON OR BY REPRESENTATIVE, THE PANEL MAY PROCEED IN YOUR ABSENCE AND YOU WILL NOT BE ENTITLED TO ANY FURTHER NOTICE OF THE PROCEEDINGS.

DATE: November 11, 2024



Beth Deazeley
Registrar & CEO
College of Early Childhood Educators

STATEMENT OF ALLEGATIONS

CLAUDIA ZYMAN, RECE # 114557

1. At all material times, Claudia Zyman (the “**Member**”) was a member of the College of Early Childhood Educators and was employed as a Registered Early Childhood Educator (“**RECE**”) at First Steps Early Learning Centre (the “**Centre**”), in Guelph, Ontario.
2. Between approximately August 12 and August 26, 2022, the Member engaged in the following aggressive, forceful and/or demeaning conduct towards preschool-aged children she was responsible for supervising:
 - a. On or about August 12, 2022, while supervising the children on an outdoor trip to Waverly Park Splash Pad, in Guelph, Ontario, the Member engaged in the following conduct:
 - i. The Member yanked, pulled and/or dragged children by their arms, pushed and/or shoved children and aggressively pulled children’s feet and legs while putting their shoes on. Some of the children cried or appeared upset as a result of the Member’s conduct.
 - ii. The Member did not permit Child 1’s request to change out of her wet swimsuit, despite permitting other children to do so. The Member continued refusing Child 1’s requests to change clothes, even after Child 1 became upset and began screaming and crying.
 - b. On or about August 19, 2022, during nap time at approximately 2:23 p.m., the Member grabbed Child 2 by his upper arm, pulled him towards his cot, forcefully placed him down and removed a toy from him. After bending over Child 2 and speaking to him, the Member pulled Child 2’s legs, pushed his left shoulder down and placed a weighted blanket over him, covering his head.
 - c. On or about August 23, 2022, at approximately 11:10 a.m., the Member grabbed Child 2 when he attempted to reach for a toy, causing him to drop to the floor. The Member pushed Child 2 away with her foot. After Child 2 got up, the Member grabbed him by the arm and pushed him to a different area of the classroom.

- d. On or about August 23, 2022, at approximately 11:13 a.m., the Member pushed Child 2 by the back of his head towards another area of the classroom.
 - e. On or about August 23, 2022, at approximately 11:28 a.m., the Member removed Child 1 from her chair and pulled her to another table, towards Child 3. The Member abruptly pulled out Child 3's chair, causing Child 3 to lose her balance and almost fall to the floor. The Member then grabbed Child 1 under her arms, forcefully sat her down on the chair, and aggressively pushed the chair towards the table. Child 1 cried as a result of this conduct.
 - f. On or about August 24, 2022, at approximately 11:59 a.m., the Member forcefully grabbed Child 2 by his arm when he took a few steps out of the classroom and pushed him back into the classroom, causing him to fall on the floor. Several children were standing near the Member and observed her conduct.
 - g. On or about August 25, 2022, at approximately 11:19 a.m., while in the stairwell, the Member lifted Child 4 off the floor by his wrist, causing him to stumble on the stairs and fall on the landing. Child 4 rubbed his right knee and was upset as a result of the Member's conduct. After Child 4 got up and continued walking up the stairs, the Member repeatedly tapped him on the head with a clipboard. Child 4 responded by hitting the Member on her torso, and the Member pushed him into the classroom.
 - h. On or about August 26, 2022, at approximately 2:47 p.m., the Member forcefully dressed Child 3 in her raincoat and rainboots, as Child 3 cried, before pushing Child 3 towards the door.
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 *Early Childhood Educators Act, 2007*, S.O. 2007, c. 7, Sch. 8 (the "**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/or
- e. The Member acted in a manner that is unbecoming a Member, contrary to Ontario Regulation 223/08, subsection 2(22).