

NOTICE OF PUBLICATION BAN

In the matter of College of Early Childhood Educators and Gaetanne Dupelle, 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: Lois Mahon, RECE, Chair
Shernett Martin

BETWEEN:

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COLLEGE OF EARLY)	Vered Beylin
CHILDHOOD EDUCATORS)	For the College of Early Childhood Educators
)	
and)	
)	
GAETANNE DUPELLE)	Self-represented
Registration # 04173)	
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)	
)	
)	Lonny Rosen
)	Rosen Sunshine LLP
)	Independent Legal Counsel
)	
)	Heard: November 11, 2024

DECISION AND REASONS

This matter was heard by a panel¹ of the Discipline Committee (the “Panel”) of the College of Early Childhood Educators (the “College”) on November 11, 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, 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 October 11, 2024, which provided as follows:

1. At all material times, Gaetanne Dupelle (the “Member”) was a member of the College and was employed as a Registered Early Childhood Educator (“RECE”) at Centre de leadership en petite enfance Soleil des Petits (the “Centre”), in Hawkesbury, Ontario.

¹ The matter was heard by a two-member panel, as a third appointed panel member was unable to attend due to a sudden change in personal circumstances. Neither party objected to nor raised any concern about the matter proceeding with the two-member panel.

2. On or about the morning of June 15, 2022, the Member yelled at a 2-and-a-half-year-old child (the “Child”). The Member then slapped the Child on the face, causing them to cry, run away and hide from the Member.
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 verbally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3);
 - c. The Member psychologically or emotionally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.2);
 - d. 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.

- e. 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
- f. 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 11 years. She is in good standing with the College and does not have a prior discipline history with the College.
- 2. At all material times, the Member was employed as an RECE at the Centre.

The Incident

- 3. On the morning of June 15, 2022, the Member was responsible for supervising the preschool classroom, including the Child. The Member yelled at the Child to pick up a toy. When the Child refused to pick up the toy, the Member slapped them on the face, causing them to cry, run away and hide from the Member. At the time, other children were sitting on the carpet, in view of the Member. Another staff member, who entered the classroom after hearing the Member's yelling, comforted the Child.

Additional Information

4. The Incident was investigated by Valoris for Children and Adults of Prescott-Russell, which verified that the Member resorted to physical force to manage the Child's behaviour.
5. As a result of the Incident, the Ministry of Education determined that the Member engaged in a prohibited practice and issued a Compliance Order against her.
6. The College is not aware of any physical marks, injuries or long-term emotional impact to the Child as a result of the Incident.
7. The Member's employment at the Centre was terminated as a result of the Incident.
8. Prior to the Incident, the Centre provided guidance to the Member in response to inappropriate interactions with children. From the end of March 2022, the Member received coaching from the Centre's supervisor, who also monitored the Member's work.

Admissions of Professional Misconduct

9. The Member admits that she engaged in and is guilty of professional misconduct as described in paragraph 3 above, and as defined in subsection 33(2) of 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 verbally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3);
 - c. The Member psychologically or emotionally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.2);
 - d. 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;
- e. 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
- f. 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

College Counsel submitted that the Member was guilty of professional misconduct and that the allegations of misconduct 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 social, mental and emotional well-being. She failed to support the sense of well-being, belonging, and safety of the Child and the other children in the room, and failed to work with other staff to make the Child feel safe.

The Member's conduct fell below expectations of RECEs and was not developmentally appropriate. She failed to follow the College's Standards of Practice and the Centre's policies which prohibit slapping and excessive force, and which encourage engaging in positive child guidance practices. Further, she failed to model professional values to the children, other RECEs, and the profession more broadly.

RECEs are expected to be caring and empathetic and to act with integrity. College Counsel submitted that the Member failed to engage in supportive and respectful interactions with a child under her care. Slapping and yelling was an inappropriate response to the Child's refusal to pick up a toy. This conduct constituted corporal punishment, which is prohibited by the Centre's policies. Moreover, the fact that the Child experienced pain and emotional upset and then ran away shows that the Member's conduct was emotionally abusive and disrespectful toward the Child.

College Counsel submitted that the Member failed to establish a caring relationship and to respond to the needs of the Child by maintaining a safe, healthy and inviting learning environment. 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 behavior guidance in the best interest of the Child. College Counsel submitted that the Member failed to model professional behaviour with children and her colleagues, and she failed to understand that her conduct always reflects on her as a professional and on her profession. Her conduct in this instance was disgraceful, dishonourable, unprofessional and clearly unbecoming.

The Member made no submission on liability. She agreed 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 the College met its onus of proof and established on a balance of probabilities that it was more likely than not that the Member engaged in the acts of misconduct as alleged.

The Panel found that the Member's conduct breached the Standards of Practice and amounted to physical and emotional abuse of the Child, a failure to engage in supportive and respectful interactions with the Child, and a lack of knowledge about de-escalating the situation at hand and fostering positive interactions with children. Further, the Member failed to know, understand, and abide by legislation, policies, and procedures relevant to the profession. She also failed to make decisions and provide positive behavior guidance in the best interest of the Child. Further, the Member failed to model professional values, beliefs and behaviours with the Child, and she failed to understand that her conduct reflected on her profession.

The College's 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 all children and create learning environments where they can experience a sense of belonging and inclusion. The Panel found that the Member breached the Code of Ethics and the Standards of Practice. The Member's conduct would be regarded by members of the profession as disgraceful, dishonourable and unprofessional. Her conduct reflected negatively on the profession and is clearly unbecoming of a member.

The panel also noted that the Ministry of Education investigated and issued a compliance order against the Member

The Panel acknowledged that this was the first time the Member was involved in an incident reported to the College. However, 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 the finding that the Member engaged in all of the acts of misconduct alleged.

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. 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 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:

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. Building positive and responsive relationships with children; 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),
 - 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 7 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 3 months of the date of this Order.

Submissions of the College on Penalty and Costs

College Counsel submitted that the Proposed Order was appropriate in the circumstances, and it would protect the young and vulnerable children whose safety and well being are entrusted to RECEs, and maintain public confidence in the College's ability and willingness to regulate misconduct on the part of its members. They argued that the Proposed Order would send a message broadly to the community of RECEs and to the public at large that the Member's conduct was unacceptable and would not be tolerated. College Counsel further submitted that the Proposed Order would discourage other RECEs from engaging in similar conduct and it would send a specific message to the Member that her conduct would not be tolerated. The Proposed Order would 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.

The College indicated that there were seven aggravating factors:

1. The young age of the child made them more vulnerable and less likely to report abusive conduct;
2. The member used violence;
3. The member was verbally aggressive toward the child;
4. The incident left a negative emotional impact on the child, demonstrated by the Child running away from the Member;

5. The incident occurred in view of other children and had an impact on their sense of security and safety;
6. There were prior concerns about the Member's actions, and she received guidance and was receiving coaching about her conduct; and
7. This was a brief incident but a sufficiently serious matter to reflect negatively on the profession.

There were two mitigating factors:

1. The Member has no prior history with the College; and
2. The Member pled guilty and agreed to a joint submission. This demonstrated insight into her actions and saved the College time and additional expenses.

In addition, there were two further relevant considerations:

1. There was no evidence of physical marks as a result of the incident; and
2. There was no evidence of long-term emotional impact on the Child.

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 two cases to demonstrate that the Proposed Order was proportionate and consistent with penalties ordered for similar conduct on the part of members:

- *College of Early Childhood Educators v. Shaik, 2023 ONCECE 17*
- *College of Early Childhood Educators v. Thevakumar, 2024 ONCECE 8*

College Counsel submitted that these cases demonstrated that RECEs who were found to have physically abused a child under their care in similar circumstances received penalties consisting of an 8- or 9-month suspension, in addition to terms of mentorship and coursework. 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. 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 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 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:

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. Building positive and responsive relationships with children; 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),
 - 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 7 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. The Member is required to pay the College's costs fixed in the amount of \$1000, 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.

The Proposed Order included a suspension that will last at least eight months, and that will prevent the Member from practising as an RECE until she completes the extensive coursework and mentoring required of her. 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 pled guilty.

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.

Panels of the Discipline Committee have expressed concern at the increasing number of discipline cases involving physical abuse, 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 physical abuse will not be tolerated and urges the College to continue seeking severe penalties in the future for this conduct.

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 \$1,000 to be paid within three months of the date of this Order.

I, Lois Mahon, RECE, sign this decision and reasons for the decision as Chair of this Discipline panel and on behalf of the members of the Discipline panel.

 RECE

Lois Mahon, RECE, Chair

January 24, 2025

Date