

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

B E T W E E N:

COLLEGE OF EARLY CHILDHOOD EDUCATORS

- and -

NATHALIE ST-ONGE  
RECE # 12888

**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 **March 27, 2025 at 12:00 p.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](http://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: January 31, 2025



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Beth Deazeley  
Registrar & CEO  
College of Early Childhood Educators

## STATEMENT OF ALLEGATIONS

### NATHALIE ST-ONGE, RECE # 12888

1. At all material times, Nathalie St-Onge (the “**Member**”) was a member of the College of Early Childhood Educators and was employed as the Executive Director of Centre Educatif Village d’Elisabeth in Waterloo, Ontario (the “**Centre**”).
2. From approximately January 1, 2018 to July 12, 2021, the Member fraudulently obtained approximately \$100,000 from the Centre by engaging in the following conduct, without the Centre’s knowledge or authorization:
  - a. On multiple occasions, the Member forged the signatures of several members of the Centre’s Board of Directors (the “**Board**”) on cheques that she issued to herself.
  - b. On multiple occasions, the Member misused her authority to withdraw credit card cash advances, and transferred money from the Centre’s bank account directly to herself.
  - c. The Member provided the Board and the Centre’s accounting firm false and/or misleading financial information and/or reports, in an attempt to prevent detection of the conduct described above.

#### **Criminal Court Proceedings**

3. On November 17, 2023, the Member pleaded guilty to one count Fraud Over \$5,000 in the Ontario Court of Justice and was sentenced to a 12-month conditional sentence, among other things.

#### **Allegations of Professional Misconduct**

4. By engaging in the conduct set out in paragraphs 2 and 3 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, in that:
  - a. 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 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.
- b. The Member acted or failed to act in a manner that, having regard for the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 223/08, subsection 2(10);
- c. The Member signed or issued, in her professional capacity, a document that she knew or ought to have known contained a false, improper, or misleading statement, contrary to Ontario Regulation 223/08, subsection 2(16);
- d. The Member contravened a law, which contravention is relevant to her suitability to hold a certificate of registration, contrary to Ontario Regulation 223/08, subsection 2(22); and
- e. The Member conducted herself in a manner that is unbecoming a member, contrary to Ontario Regulation 223/08, subsection 2(22).