



Ontario College of
Social Workers and
Social Service Workers

Ordre des travailleurs
sociaux et des techniciens
en travail social de l'Ontario

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COMPLAINTS & DISCIPLINE

Definitions of Terms

Professional Misconduct

The term “professional misconduct” is conduct that contravenes the Act, the regulations made under the Act or the College’s by-laws; conduct that contravenes an order of the College’s Discipline Committee, Complaints Committee, Council or Registrar; or conduct that is defined as being professional misconduct in the regulations.

Incompetency

The term “incompetency” refers to a member of the College who has displayed, in his or her professional responsibilities, a lack of knowledge, skill or judgment or disregard for the welfare of a person or persons of a nature or extent that demonstrates that the member is unfit to continue to carry out his or her professional responsibilities or that a certificate of registration held by the member should be made subject to terms, conditions or limitations.

Incapacity

The term “incapacity” refers to a member who is suffering from a physical or mental condition or disorder, such that the member is unfit to carry out his or her professional responsibilities or, the member’s certificate of registration should be made subject to terms, conditions or limitations.

Sexual Abuse

Sexual abuse with respect to a client by a member of the College means:

- Sexual intercourse or another form of physical sexual relations between the member and the client,
- Touching, of a sexual nature, of the client by the member, or
- Behaviour or remarks of a sexual nature by the member towards the client, other than behaviour or remarks of a clinical nature appropriate to the service provided.