



On December 12, 2024 allegations of the Registrant's professional misconduct were referred to the Discipline Committee for hearing, on a date yet to be fixed. Please see the Notice of Hearing below:

**ONTARIO COLLEGE OF SOCIAL WORKERS  
AND SOCIAL SERVICE WORKERS**

**IN THE MATTER OF** Sections 26 and 28 of the *Social Work and Social Service Work Act*, 1998, S.O. 1998, Chapter 31;

**AND IN THE MATTER OF** a hearing directed to be held by the Discipline Committee of the Ontario College of Social Workers and Social Service Workers under the *Social Work and Social Service Work Act*, 1998;

**AND IN THE MATTER OF** allegations respecting the professional conduct of Stephanie Brash, a Social Service Worker and registrant with the said College;

**NOTICE OF HEARING**

TAKE NOTICE that a hearing will take place on a date to be fixed by the Registrar at the hour of 9:30 o'clock in the forenoon (or as soon after that time as a panel can be convened for the purpose of conducting the hearing) electronically, in writing or in person at the Board Room of the Ontario College of Social Workers and Social Service Workers, 250 Bloor Street East, Suite 1000, Toronto, Ontario before the Discipline Committee of the Ontario College of Social Workers and Social Service Workers (to be confirmed). The hearing will be held pursuant to the provisions of sections 26 and 28 of the *Social Work and Social Service Work Act, 1998* (the "**Act**") and pursuant to the Regulations made thereunder, for the purpose of hearing and determining allegations of professional misconduct against you, Stephanie Brash,, which allegations were referred to the Discipline Committee pursuant to section 24(5)(a) of the Act.

AND TAKE NOTICE that you are alleged to be guilty of professional misconduct within the meaning of section 26(2) of the Act in that you are alleged to have engaged in conduct that contravenes the Act, Ontario Regulation 384/00 (the "**Professional Misconduct Regulation**"), Schedule "A" to By-law No. 66 of the Ontario College of Social Workers and Social Service Workers, being the Ontario College of Social Workers and Social Service Workers Code of Ethics (the "**Code of Ethics**"), and Schedule "B" to By-law No. 66 of the Ontario College of Social

Workers and Social Service Workers, being the Ontario College of Social Workers and Social Service Workers Standards of Practice Handbook (the "**Handbook**")<sup>1</sup>.

**I. The following are particulars of the said allegations:**

1. You are, and were at all times relevant to these allegations, a registered social service worker with the Ontario College of Social Workers and Social Service Workers (the "**College**").
2. During the relevant period, you were employed by [employment] ("**[employment]**") in [location], Ontario as a Work Readiness and Retention Specialist.
3. In this role, you provided hands-on skills development and other supports to [employment]'s clients as part of [employment]'s Employment Services Program. Among other responsibilities, you were involved with co-ordinating and delivering training workshops to [employment] clients, maintaining regular follow-up with clients, and/or developing a rapport with clients to build trust and effective communication pathways to assist clients with securing or retaining employment.
4. While in your role as a Work Readiness and Retention Specialist at [employment], you provided services and support to Client A between the period from approximately [date] to [date]. The Client had been referred to [employment] by Ontario Works for assistance with job readiness and job searching.
5. You were aware that Client A was a vulnerable client and, among other barriers in relation to employment, the Client suffered from disabilities arising from mental health issues, including addiction.
6. In your role at [employment], you were in direct contact with the Client with outreach support, including, among other assistance, meeting with the Client, providing feedback to the Client about resumes and job applications, and providing advice related to interviews.
7. During the period in which you provided services to Client A, you failed to meet the standards of the profession, failed to maintain appropriate boundaries, and/or engaged in an inappropriate personal and sexual relationship with Client A, including but not limited to:

---

<sup>1</sup> By-law 24, as amended by By-law Nos. 32 and 48 and revoked effective July 1, 2008 by By-law 66, continues to apply to conduct which occurred prior to July 1, 2008.

- a. developing romantic and/or sexual feelings for Client A and taking no steps to draw boundaries;
  - b. communicating with Client A on your personal phone;
  - c. exchanging inappropriate texts and/or emails with Client A;
  - d. meeting with Client A for reasons unrelated to providing services on behalf of [employment]; and/or
  - e. engaging in a sexual activity with Client A, including sexual intercourse.
- II. It is alleged that by reason of engaging in some or all of the conduct outlined above, you are guilty of professional misconduct as set out in section 26(2)(a) and (c) of the *Act*:**
- a) In that you violated sections 2.2 and 2.10 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretations 1.7 and/or 1.8) by:
    - i. failing to be aware of and reflecting upon your values, attitudes, assumptions and biases and how these impact your professional relationships with clients.
    - ii. failing to distinguish your needs and interests from those of your clients to ensure that the client's needs and interests remained paramount.
  - b) In that you violated section 2.5 of the Professional Misconduct Regulation by abusing a client sexually, verbally psychologically or emotionally, including sexually abusing a client with the meaning of subsection 43(4) of the *Act*;
  - c) In that you violated sections 2.2 and 2.5 of the Professional Misconduct Regulation and Principle VIII of the Handbook (as commented on in Interpretations 8.1, 8.2, 8.3, 8.4, 8.5, 8.6, 8.7, and/or 8.10) by:
    - i. failing to ensure that sexual misconduct does not occur;
    - ii. engaging in sexual intercourse and/or other forms of physical sexual relations with the client;
    - iii. engaging in touching of a sexual nature with a client;

- iv. engaging in behaviour or remarks of a sexual nature towards the client;
  - v. failing to seek consultation/supervision immediately and developing an appropriate plan;
  - vi. failing to state clearly to the client that this behaviour was inappropriate; and/or
  - vii. failing to terminate the relationship and take steps to assist the client in seeking alternate services;
- d) In that you violated sections 2.2, 2.6 and 2.10 of the Professional Misconduct Regulation and Principle II of the Handbook (commented on in Interpretations 2.2, 2.2.1, 2.2.2, 2.2.4., 2.2.5, 2.2.6., and/or 2.2.12) by:
- i. failing to recognize that you were in a position of power and responsibility to the client and responsible for ensuring that the client was protected from the abuse of such power during and after the provision of professional services;
  - ii. failing to establish and maintain clear and appropriate boundaries for the protection of the client;
  - iii. practicing in a conflict of interest when you had a personal interest that influenced how you carried out your professional responsibilities;
  - iv. engaging in sexual relations with a client;
  - v. providing social service work services to a client with whom you were having sexual relations;
  - vi. using information obtained during a professional relationship, and using your professional position of authority, to coerce, improperly influence, harass, abuse or exploit a client; and/or
  - vii. engaging in conduct that could reasonably be perceived as reflecting negatively on the profession of social service work;
- e) In that you violated section 2.28 of the Professional Misconduct Regulation;
- f) In that you violated section 2.36 of the Professional Misconduct Regulation by engaging in conduct or performing an act relevant to the practice of the profession

that, having regard to all circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional.

AND TAKE NOTICE that the Discipline Committee may make an order under Section 26(4), (5), (6), (7), (8) and (9) of the Act, or any of them, in respect of any or all of the above allegations.

AND FURTHER TAKE NOTICE that the parties (including the College and you) shall be given the opportunity to examine before the hearing any documents that will be given in evidence at the hearing.

AND FURTHER TAKE NOTICE that if the hearing is proposed to take place in writing, either of the parties (including the College and you) may, in accordance with the procedures set out in the *Statutory Powers Procedure Act*, RSO 1990, c S.22 (the “SPPA”) and the Discipline Committee’s Rules of Procedure, seek to require that the hearing be held electronically or orally by satisfying the Discipline Committee that there is good reason for not holding a written hearing.

AND FURTHER TAKE NOTICE that if the hearing is proposed to take place electronically, either of the parties (including the College and you) may, in accordance with the procedures set out in the SPPA and the Discipline Committee’s Rules of Procedure, seek to require that the hearing be held orally by satisfying the Discipline Committee that holding an electronic hearing is likely to cause the party significant prejudice.

AND FURTHER TAKE NOTICE that at the said hearing, you are entitled to be present and to be represented by counsel.

IF YOU DO NOT ATTEND AT THE HEARING IN ACCORDANCE WITH THIS NOTICE OF HEARING, THE DISCIPLINE COMMITTEE MAY PROCEED WITH THE HEARING, AND MAY DEAL WITH THE ABOVE ALLEGATIONS AGAINST YOU, IN YOUR ABSENCE AND WITHOUT ANY FURTHER NOTICE TO YOU.

Dated at Toronto, the 12<sup>th</sup> day of December 2024.

By: \_\_\_\_\_  
Registrar and CEO  
Ontario College of Social Workers and Social Service Workers