



On August 3, 2022 allegations of the Member'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 Michael DeJonge, a Social Worker and member of 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) 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. 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, Michael DeJonge, which allegations were referred to the Discipline Committee pursuant to section 25(1) 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 worker with the Ontario College of Social Workers and Social Service Workers (the “College”).
2. At all material times, you were practising in Huntsville, Ontario and worked as an addiction counsellor at DeNovo Treatment Centre Corp (the “Centre”) – an inpatient alcohol and drug treatment facility.
3. During the period from approximately January 31, 2020 to March 6, 2020, “XX” (the “Client”) was admitted for inpatient treatment at the Centre.
4. During the Client’s stay at the Centre, you were one of their counsellors. You were aware that the Client was a vulnerable individual and had sought treatment at the Centre to deal with addiction and other health challenges.
5. Following the Client’s discharge from inpatient treatment at the Centre, you continued to have regular phone contact with the Client, including contacting the Client outside of working hours and while using your personal phone, contrary to the policies of the Centre.
6. In addition, from approximately June 1, 2020 to July 1, 2020, the Client lived with you at your residence at Huntsville, Ontario, during which time you purported to provide the Client with counselling.
7. You also encouraged the Client not to disclose to family or friends that the Client was in fact living with you.

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<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.

8. During the time that the Client was living at your residence, you engaged in other boundary crossing behaviours and/or sexual abuse and/or sexual misconduct in relation to the Client, including:
  - (a) communicating via text and/or phone with the Client;
  - (b) communicating via text and/or phone with the Client's mother;
  - (c) inviting the Client's sister to live with you;
  - (d) inviting the Client to write a journal entry and/or note about how the Client felt about you;
  - (e) making negative comments about the Client's family and encouraging the Client's dependence on the Member;
  - (f) hugging the Client;
  - (g) massaging the Client's feet;
  - (h) taking photos of the Client's feet;
  - (i) smelling the Client's feet; and/or
  - (j) placing the Client's foot on your penis (over your pants).

**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 2.5 of the Professional Misconduct Regulation and Principle VIII of the Handbook (as commented on in Interpretations 8.1, 8.2, 8.3, 8.4, 8.6, and 8.7) by failing to ensure that sexual misconduct did not occur; by engaging in sexual intercourse or another form of physical sexual relations with the Client, by engaging in touching, of a sexual nature, of the Client, and/or by engaging in behavior or remarks of a sexual nature towards the Client, other than behaviour or remarks of a clinical nature appropriate to the service provided; by developing sexual feelings towards the Client that could, in the Member's judgement, could put the Client at risk, and failing to seek consultation/supervision or develop an appropriate plan; and by engaging in sexual relations with the Client during and after the period in which you provided counselling services to the Client;
- (b) in that you violated of 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, 2.2.3. and 2.2.8) by failing to establish and maintain clear and appropriate boundaries in the Member's professional relationships for the protection of the Client; by engaging in

professional relationships that constitute a conflict of interest or in situations in which the Member ought reasonably to have known that the Client would be at risk; by engaging in sexual relations with the Client; by using information obtained in the course of a professional relationship, and using the Member's professional position of authority, to coerce, improperly influence, harass, abuse or exploit a client or a former client; and by failing to avoid conduct which could reasonably be perceived as reflecting negatively on the profession;

(c) in that you violated Sections 2.2 and 2.10 of the Professional Misconduct Regulation and Principle III of the Handbook (commented on in Interpretations 3. 7) by failing to assume full responsibility for demonstrating that the Client had not been exploited, coerced or manipulated intentionally or unintentionally where a personal relationship occurs with the Client;

(d) in that you violated of Sections 2.2 and 2.28 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretations 1.5, 1.6 and 1.7) by failing to maintain awareness of the Member's own values, attitudes and needs and how these impact on the professional relationship with the Client; by failing to distinguish the Member's needs and interests from those of the Client to ensure that the Client's needs and interests remain paramount; and by failing to maintain an awareness and consideration of the purpose, mandate and function of the organization where the Member was employed and how these impact on and limit professional relationships with clients; and/or

(e) 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 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 4<sup>th</sup> day of August 2022.

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