



UPCOMING DISCIPLINE COMMITTEE HEARING

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808274

On June 20, 2019 allegations of the Member's professional misconduct were referred to the Discipline Committee for hearing, on a date yet to be fixed. In brief summary, it is alleged that the Member engaged in conduct that violated sections 2.2, 2.5, 2.6, 2.8, 2.9, 2.10, 2.11, 2.28, 2.29 and 2.36 of O. Reg. 384/00 (Professional Misconduct), and Principles I, II, III and V of the Ontario College of Social Workers and Social Service Workers Code of Ethics and Standards of Practice Handbook commented on in Interpretations 1.1, 1.1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 2.1.1, 2.1.4, 2.1.5, 2.2.1, 2.2.3, 2.2.4, 2.2.8, 2.2.9, 3.1, 3.2, 3.4, 3.6, 3.7, 3.8, 3.9, 5.1, 5.3, and 5.4 in that the Member violated:

- (a) **Section 2.2 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretation 1.1)** by failing to set and evaluate goals with clients and failing to identify a purpose for the relationship between him and clients;
- (b) **Section 2.2, of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretation 1.1.1)** by failing to enhance a client's functioning and strengthen the capacity of a client to adapt and make changes;
- (c) **Section 2.2 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretation 1.2)** by failing to observe, clarify and inquire about information presented to him by clients;
- (d) **Section 2.2 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretation 1.3)** by failing to respect and facilitate self-determination in a number of ways, including acting as resources for clients and encouraging them to decide which problems they want to address as well as how to address them;
- (e) **Section 2.2 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretation 1.4)** by failing to demonstrate acceptance of each client's uniqueness;

- (f) **Section 2.2 of the Professional Misconduct Regulation and Principle I of the Handbook** (commented on in **Interpretation 1.5**) by failing to be aware of his values, attitudes and needs and how these impact on his professional relationships with clients;
- (g) **Section 2.2 of the Professional Misconduct Regulation and Principle I of the Handbook** (commented on in **Interpretation 1.6**) by failing to distinguish his needs and interests from those of his clients to ensure that, within professional relationships, clients' needs and interests remain paramount;
- (h) **Section 2.2 of the Professional Misconduct Regulation and Principle III of the Handbook** (commented on in **Interpretation 3.4**) by engaging in discrimination based on race, ethnicity, language, religion, marital status, gender, sexual orientation, age, disability, economic status, political affiliation or national origin;
- (i) **Section 2.2 of the Professional Misconduct Regulation and Principle II of the Handbook (commented on in Interpretation 2.1.1)** by failing to be aware of the extent and parameters of his competence and his professional scope of practice and limit his practice accordingly; by failing to inform a client of the option to be referred to another professional when a client's needs fall outside his usual area of practice;
- (j) **Section 2.2 of the Professional Misconduct Regulation and Principle II of the Handbook (commented on in Interpretation 2.1.4)** by failing to ensure that any professional recommendations or opinions he provides are appropriately substantiated by evidence and supported by a credible body of professional social work knowledge or a credible body of professional social service work knowledge;
- (k) **Section 2.2 of the Professional Misconduct Regulation and Principle II of the Handbook (commented on in Interpretation 2.1.5)** by failing to engage in the process of self-review and evaluation of his practice and failing to seek consultation when appropriate, as part of maintaining competence and acquiring skills in social work or social service work practice;
- (l) **Sections 2.2 and 2.6 of the Professional Misconduct Regulation and Principle II and III of the Handbook** (commented on in **Interpretations 2.2.3 and 3.7**) by using information obtained

during a professional relationship with a client or using his professional position of authority to coerce, improperly influence, harass or exploit a client or former client and/or by failing to assume full responsibility for demonstrating that the client or former client has not been exploited, coerced or manipulated, intentionally or unintentionally, in a situation where a personal relationship occurs between him and a client or former client;

- (m) **Section 2.5 of the Professional Misconduct Regulation** by abusing a client verbally, psychologically, or emotionally;
- (n) **Section 2.8 of the Professional Misconduct Regulation and Principle III of the Handbook (commented on in Interpretation 3.6)** by failing to inform clients of foreseeable risks as well as rights, opportunities, and obligations associated with the provision of professional services;
- (o) **Section 2.8 of the Professional Misconduct Regulation and Principle III of the Handbook (commented on in Interpretation 3.9)** by failing to terminate professional services to clients when such services are no longer required or requested, including failing to:
 - (i) make reasonable efforts to arrange alternative or replacement services; or
 - (ii) give the client a reasonable opportunity to arrange alternative or replacement services;
- (p) **Section 2.9 of the Professional Misconduct Regulation and Principles II and III of the Handbook (commented on in Interpretations 2.2.8, 2.2.9, 3.2 and 3.8)** by failing to deliver client services and respond to client queries, concerns, and/or complaints in a timely and reasonable manner and/or by providing a service that he knew or ought reasonably to have known were not likely to benefit the client;
- (q) **Section 2.10 of the Professional Misconduct Regulation and Principle II of the Handbook (commented on in Interpretations 2.2.1, and 2.2.4)** by providing a professional service while he was in a conflict of interest;
- (r) **Section 2.11 of the Professional Misconduct Regulation and Principles III and V of the Handbook (commented on in**

Interpretations 3.1, 5.1, 5.3, and 5.4) by giving information about a client to a person other than the client or his or her authorized representative;

- (s) **Section 2.28 of the Professional Misconduct Regulation** by contravening the *Act*, regulations or by-laws;
- (t) **Section 2.29 of the Professional Misconduct Regulation** by contravening a federal, provincial or territorial law or a municipal by-law where the purpose of the law or by-law is to protect public health or the contravention is relevant to the member's suitability to practise; and/or
- (u) **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.