



Written Reprimand

ONTARIO COLLEGE OF SOCIAL WORKERS AND SOCIAL SERVICE WORKERS v. TROY HAYDEN

Troy Hayden, as part of its penalty order this Discipline panel has ordered that you be given a reprimand.

The fact that you have received this reprimand will be part of the public portion of the Register and, as such, part of your record with the College.

The panel has found that you have engaged in professional misconduct in several ways.

In particular, we have determined that you were **guilty of professional misconduct as set out in section 26(2)(a) and (c) of the Act:**

- (a) In that you violated **Section 2.2 of the Professional Misconduct Regulation** and:
- i. **Principle I of the Handbook (commented on in Interpretation 1.5 and 1.6)** by failing to be aware of your values, attitudes and needs and how those impact on your professional relationships with clients; and failing to distinguish your needs and interests from those of the client;
 - ii. **Principle II of the Handbook (commented on in Interpretation 2.1, 2.2.1, 2.1.5, 2.1.3 and 2.2.8)** by failing to maintain clear and appropriate boundaries in a professional relationship; by not engaging in the process of self-review and evaluation and/or seeking consultation; by failing to maintain current knowledge of policies, legislation, programs and issues related to the community, its institutions and services in your areas of practice; and, by engaging in conduct which could reasonably be perceived as reflecting negatively on the profession of social service work;
 - iii. **Principle VIII of the Handbook (commented on in Interpretation 8.1, and 8.2.3)** by failing to ensure that sexual misconduct did not occur and engaging in behaviour or making remarks of sexual nature towards the client other than behaviour or remarks of a clinical nature appropriate to the service provided

- (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 within the meaning of subsection 43 (4) of the Act.
- (c) In that you violated **Section 2.6 of the Professional Misconduct Regulation** by using information obtained during a professional relationship with a client or using one's professional position of authority to coerce, improperly influence, harass or exploit a client or former client.
- (d) In that you violated **Section 2.28 of the Professional Misconduct Regulation** by contravening the Act or regulations or by-laws.
- (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 and unprofessional.

Your misconduct is a matter of profound concern to this panel. You have brought discredit to the profession and to yourself. Public confidence in this profession has been put in jeopardy. You have let down the public, the social service work profession, and yourself.

We need to make it clear to you that your conduct is unacceptable.

Of special concern to us is that:

You were aware that the client was a vulnerable person, who was dealing with multiple complex health issues while attempting to taper off of methadone when she was attending the clinic where you provided services as a Peer support worker. Over a prolonged period of time, you engaged in serious boundary violations including increasingly lewd vulgar and invasive verbal comments and text messages, even though the client made it clear that these were unwelcome and distressing. You showed a profound disregard for the well-being of the client by engaging in these persistent and demeaning violations, which caused her to feel unsafe when attending the clinic, and contributed to an increase in her anxiety and subsequently greater health difficulties. Your behaviours amounted to sexual misconduct and the Panel is sending you a strong message that this type of conduct will not be tolerated and is holding you accountable for it.

The Panel is also critical of your more recent behaviours. Your resignation from the College and your absence from the Hearing rendered important measures for rehabilitation, such as

supervision and training, redundant. Furthermore, both your refusal to engage in the proceedings and the escalation of your misconduct over time demonstrates a lack of insight and the Panel is concerned about how you might conduct yourself if you engage in social service work in the future.

It is necessary for us to use this reprimand as an opportunity to impress upon you the seriousness of your misconduct and the need to protect the public against this misconduct.

I, Frances Keogh, sign this written reprimand as chairperson of the Panel and on behalf of the Panel members listed below.

Date: _____, 2020

Signed: _____
Frances Keogh, Chair
Angèle Desormeau
Gerald Mak