



Ontario College of
Social Workers and
Social Service Workers

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

250 Bloor Street E.
Suite 1000
Toronto, ON M4W 1E6

Phone: 416-972-9882
Fax: 416-972-1512
ocswws.org

On March 8, 2021 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 Karissa-June Boulay, 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,

Karissa-June Boulay, 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**")¹.

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 the material times, you were practising in Kingston, Ontario, and ran your social work practice out of Immerse Spa – a facility that offered float therapy. The spa was owned and operated by your then-spouse.
3. In or about October 2019, you were engaged by [client] to provide social work services to him. [Client] was a vulnerable client who had sought assistance from you to deal with mental health and other issues.
4. During the period from approximately October 2019 to November 2019, you met with [client] on approximately six occasions at Immerse Spa.

¹ 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.

5. During the period from approximately October 2019 to November 2019, you provided social work services to [client] including counselling.
6. During the professional relationship with [client] and/or subsequent to termination of the professional relationship, you engaged in a series of boundary crossing behaviours relating to [client] including:
 - (a) forming a personal friendship with [client];
 - (b) communicating with [client] via text, including exchanging romantic and/or sexually-explicit messages with [client];
 - (c) having telephone calls with [client];
 - (d) meeting with [client] outside of counselling sessions;
 - (e) connecting with [client] on social media;
 - (f) encouraging a friendship between [client] and your spouse;
 - (g) expressing an interest in meeting and/or bonding with [client's] spouse;
 - (h) sharing details about your personal life with [client];
 - (i) traveling with [client] to New York City in or about February 2020;
 - (j) establishing a joint Instagram account with [client]; and
 - (k) taking a road-trip with [client] in or about April 2020;
7. During the professional relationship with [client] and/or subsequent to termination of the professional relationship, the Member engaged in an intimate relationship with [client] and engaged in acts of a sexual nature with him.

8. During the course of professional relationship, [client] shared personal information with you about his life and his relationship with his spouse. That information was confidential.
9. You disclosed confidential information about [client] and/or his spouse to your then-spouse.

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, 8.7 and 8.8) by failing to ensure that sexual misconduct did not occur; by engaging in sexual intercourse or another form of physical sexual relations between yourself and your client, by engaging in touching, of a sexual nature, of your client, and by engaging in behavior or remarks of a sexual nature towards your client, other than behaviour or remarks of a clinical nature appropriate to the service provided; by developing sexual feelings towards your client that could, in your judgment, put the client at risk, and failing to seek consultation/supervision or develop an appropriate plan; by failing to state clearly to your client that behaviour of a sexual nature is inappropriate by virtue of the professional relationship; and by engaging in sexual relations with your client during and after the period in which you provided counselling services to the client;
- (b) 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 2.2.1, 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 her client; by failing to engage in the process of self-review and evaluation of your practice and seek consultation when appropriate; by engaging in professional relationships that constitute a conflict of interest or in situations in which you ought reasonably to have

known that your client would be at risk in any way; 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, former client; by having sexual relations with your client; and by failing to avoid conduct which could reasonably be perceived as reflecting negatively on the profession of social service work;

- (c) In that you violated Sections 2.2 and 2.9 of the Professional Misconduct Regulation and Principles II and III of the Handbook (commented on in Interpretations 2.1.4) by providing a service that the Member knew or ought reasonably to have known were not likely to benefit the client;
- (d) 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 your client has not been exploited, coerced or manipulated intentionally or unintentionally where a personal relationship occurs with the client;
- (e) In that you violated Sections 2.2 and 2.28 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretations 1.1, 1.5 and 1.6) by failing to participate together with your client to set and evaluate goals; by failing to maintain awareness of your own values, attitudes and needs and how these impact on your professional relationship with your client; and by failing to distinguish your needs and interests from those of your client to ensure that your client's needs and interests remain paramount;
- (f) In that you violated Sections 2.2 and 2.11 of the Professional Misconduct Regulation and Principle V of the Handbook (commented on in Interpretations 5.1, 5.3 and 5.3.6) by failing to comply with applicable privacy and other legislation; and by disclosing, without your client's consent and without being required or permitted by law to do so, client information, including personal information, information concerning or

received from your client, and the identity of and/or information about a person who has consulted or retained them;

- (g) In that you violated Sections 2.2 and 2.21 of the Professional Misconduct Regulation and Principle IV (commented on in Interpretations 4.1.2) by failing to ensure that records are current, accurate, contain relevant information about clients and are managed in a manner that protects client privacy and in accordance with any applicable privacy and other legislation; and/or
- (g) 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 _____10th____ day of March 2021.

By:_____

Registrar and CEO

Ontario College of Social Workers and Social