



On April 17, 2023 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 Jeff Packer, 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, Jeff Packer, 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. At all relevant times you were registered as a social worker with the Ontario College of Social Workers and Social Service Workers (the "**College**"). At all relevant times, you provided social work services that including counselling, through your private practice.
2. By way of Court Order dated January 19, 2022, you were appointed counsellor for "C1". The order was made during matrimonial proceedings between C1.'s parents, "C2" and "C3", and it required C2 and C3 to jointly retain you as C1's counsellor. The intent of the Court Order was to fulfill certain recommendations made by the Office of the Children's Lawyer, including that C1 "be involved in individual therapy" and "participate in dyad sessions with each of his parents".
3. The Court appointed you as counsellor for C1 based its review of your curriculum vita and a description of your proposed therapeutic program. The information provided to the Court did not advise of a limitation that you were unable and/or unwilling to provide individual therapy. Nor did it advise of a limitation that you were unable and/or unwilling to provide therapeutic services to families unless all family membered engaged in joint therapy sessions. The information did not stipulate that family members must engage in joint therapy session even in circumstances where one member alleges intimate partner violence by another.
4. The Court Order dated January 19, 2022 created a client system and/or client relationship between you and C2, C3, and C1. In the alternative, the

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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.

Court Order dated January 19, 2022 created obligations between you and C2, C3, and C1.

5. On or about February 4, 2022, you held an initial intake call with C2 during which you advised her that that you did not perform individual therapy. You advised C2 that your “CPR Program” involved joint sessions between C2 and C3 C2 advised you that your proposed program was inappropriate because C3 had been abusive towards her. She advised you that, for her safety, she did not have contact with C3, in-person, virtually, or by phone, including through a no-contact access exchange of C1.
6. During your February 4, 2022 telephone call with C2, you engaged in unprofessional communications, responded inappropriately to C2’s concerns about the abusive nature of her relationship with C3, and/or provided comments or opinions without sufficient information, including but not limited to:
  - a. You work with families whose situations involve domestic violence, and “it makes no difference”.
  - b. The parents involved in situations that involve domestic violence “need to work together for the sake of the child”.
  - c. “When are you going to get over [the domestic violence]”;
  - d. “You have to get over [the domestic violence] and move on”;
  - e. “When are you going to get rid of that”, upon learning of a no-contact access exchange of C1;
  - f. “I guess the [abuse] wasn’t that bad”, upon learning that C2 did not pursue criminal charges against C3;
  - g. C3 cannot be accountable for what he did because he would put himself in “a very bad position.” The court system is not set up for him to be accountable without punishment;
  - h. “I don’t waste my time working with people who are not committed to doing the work. I decided who I work with”; and
  - i. “Think about if you are ready to do the work and then contact my office.”

7. The February 4, 2022 telephone call was emotionally distressing to C2.
8. At no time following the February 4, 2022 phone call did you offer and/or accept proposals to deviate from your therapeutic program in order to accommodate the concerns raised by C2. You refused to make any modifications to your “CPR Program” other than by offering for C2 and C3 to attend joint therapy sessions virtually.
9. Your unwillingness and/or inability to modify your therapeutic program to accommodate concerns relating to intimate partner violence is not appropriately supported by evidence and/or a credible body of social work knowledge with respect to issues related to intimate partner violence.
10. Notwithstanding that you were unable and/or unwilling to provide to provide individual therapy to C1 and/or to accommodate the concerns expressed by C2, at no time following the February 4, 2022 phone call did you alert the Court and/or enable C2 or C3 to take steps to alert the Court of any limitations that prevented you from giving effect to the Court Order dated January 19, 2022.
11. C2 and C3 were unable to obtain therapy for C1 in a timely manner.

**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 **Section 2.2 of the Professional Misconduct Regulation** by failing to meet the standards of the profession and in particular:
  - i. **Principle II of the Handbook (commented on in Interpretations 2.1.1, 2.1.2, 2.1.4, and 2.1.5)** by:
    - A. failing to be aware of the extent and parameters of your competence and to limit you practice accordingly;
    - B. failing to remain current with emerging social work knowledge and practice relevant to your areas of professional practice with respect to issues related to intimate partner violence;
    - C. failing to ensure that any professional recommendations or opinions you provide are appropriately substantiated by evidence and supported by a credible body of professional

social work knowledge with respect to issues related to intimate partner violence;

- D. failing to engage in the process of self-review and evaluation of your practice and seeking consultation when appropriate, as part of maintaining competence and acquiring skills in social work practice; and

ii. **Principles II and/or III of the Handbook (commented on in Interpretations 2.1.1, 3.1 and/or, in the alternative, 3.5) by:**

- A. failing to inform a client of the option to be referred to another professional when that client's needs fall outside your usual area of practice and/or ensuring that the services you provide are competently provided by seeking additional supervision, consultation and/or education;
- B. failing to provide clients with accurate and complete information regarding the extent, nature, and limitations of any services available to them; and/or;
- C. in the alternative, failing to assist potential clients to obtain other services if you were unable or unwilling, for appropriate reasons, to provide the requested professional help; and

- b) In that you violated **Sections 2.2 and 2.36 of the Professional Misconduct Regulation and Principle II of the Handbook (as commented on in Interpretation 2.2.8)** 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/or by failing to avoid conduct in the practice of social work that could reasonably be perceived as reflecting negatively on the profession of social work.

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 18<sup>th</sup> day of April, 2023.

By: \_\_\_\_\_

Registrar and CEO

Ontario College of Social Workers and Social Service Workers