



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 Jennifer Thompson, 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, Jennifer Thompson, 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**")¹.

I. The following are particulars of the said allegations:

1. In or about October 2020 to May 2022, you were registered as a social worker with the Ontario College of Social Workers and Social Service Workers (the "College").
2. During this time, you were the sole proprietor of Exhale Therapy Services (the "Organization"). You operated and/or controlled the Organization's Instagram account.
3. During this time, you posted on the Organization's Instagram page misleading, inaccurate, noncredible, and/or inflammatory statements about public health measures for COVID-19 and exemptions therefrom. You provided advice, opinions, instructions and/or recommendations regarding public health measures for COVID-19 and exemptions therefrom and/or compliance with public health measures for COVID-19, that was misleading, inaccurate, noncredible, and/or inflammatory.
4. Your Organization's Instagram page was brought to the College's attention by C.G. (the "Reporter"). You contacted the Reporter's father on or about March 21, 2022 and March 22, 2022 to request that the Reporter's father speak with the Reporter about withdrawing her complaint and/or her willingness to retract her complaint.

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** and Principle II of the Handbook (commented on in Interpretations 2.1.1 and Footnote 1, 2.1.2, 2.1.3, 2.1.4, 2.1.5, 2.2.2, and 2.2.8) by failing to be aware of the extent and parameters of your competence and your professional scope of practice and limiting your practice accordingly; by failing to remain current with emerging social

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.

work or social service work knowledge and practice relevant to areas of your professional practice and failing to demonstrate commitment to ongoing professional development by engaging in any continuing education and compliance with continuing competence measures required by the College; by failing to maintain current knowledge of policies, legislation, programs and issues relating to the community, its institutions and services in their areas of practice; by failing to ensure that any professional recommendations or opinions provided are appropriately substantiated by evidence and supported by a credible body of professional social work knowledge or credible body of professional social service work knowledge; by failing to engage in the process of self-review and evaluation of your practice and seeking consultation when appropriate; by using your professional position of authority to coerce, improperly influence, harass, abuse or exploit a client, former client, student, trainee, employee, colleague, or research subject; and by failing to avoid conduct which could reasonably be perceived as reflecting negatively on the professions of social work or social service work;

(b) In that you violated **Section 2.2 of the Professional Misconduct Regulation** and Principle II of the Handbook (commented on in Interpretation 2.2.5 and Footnote 8) by failing to co-operate fully with all policies and procedures of the Complaints, Discipline and Fitness to Practice Committees and conduct herself in a manner which demonstrates respect for both the complainant and the College; by failing to be cognizant of your influential position with respect to witnesses or complainants in the complaint, discipline and fitness to practise proceedings;

(c) In that you violated **Section 2.2 of the Professional Misconduct Regulation** and Principle III of the Handbook (commented on in Interpretation 3.4 and Footnote 3) by engaging in discrimination based on race, ethnicity, language, religion, marital status, gender, sexual orientation, age, disability, economic status, political affiliation or national origin and/or by failing to adhere to the Ontario Human Rights Code and/or the Charter of Rights and Freedoms in the provision of services;

(d) In that you violated **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

(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 4th day of August, 2022.

By: _____
Registrar and CEO
Ontario College of Social Workers and Social Service Workers