



On January 24, 2024 allegations of the Registrant'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 George Theodoris, a Social Worker and registrant with 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) electronically, in writing or in person 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 (to be confirmed). 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, George Theodoris, 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 the particulars of the said allegations:

1. You are, and were at all times relevant to these allegations, a registered social work member with the Ontario College of Social Workers and Social Service Workers (the “**College**”).
2. At all material times, you were practising at Dunbarton High School (the “**School**”), where you were employed as a school social worker by the District School Board of Durham (the “**School Board**”) in Durham, Ontario.
3. At the School, you provided counselling services to vulnerable teenaged youth with complex social, emotional and behavioural issues, and mental health issues.

Client A

4. You first began providing counselling to A (“**Client A**”) when she was in elementary school. In or around the fall of 2022, Client A, then a 14-year-old student at the School, was referred to you for social work services. From about October 2022 to about December of 2022, you provided social work services, including, but not limited to, counselling services, to Client A.
5. To your knowledge, Client A was a vulnerable teenager whose history was well known to you.

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.

6. On or about December 22, 2022, you engaged in behaviour and/or made remarks to the Client of an inappropriate and/or sexual nature that were not appropriate to the service provided.
7. On or about December 22, 2023, in a counselling session with Client A, while alone with Client A, you made comments, including:
 - a. in reference to Client A's breasts, you told her to cover those "things" up, or words to that effect;
 - b. you told her to zipper up, or words to that effect; and,
 - c. you asked her, in reference to her appearance "why do you have to do that?" or words to that effect; and,
 - d. you remarked that you were an old man and could not focus, or words to that effect.
8. When confronted by the School Board, you denied making these statements, and questioned the credibility of Client A.

Client B

9. In or around the fall of 2022, B ("**Client B**"), then a 15-year-old student at the School, was referred to you for social work services. From about October 2022 to about December of 2022, you provided social work services, including (but not limited to) counselling services, to Client B.
10. To your knowledge, Client B was a vulnerable teenager experiencing various issues including challenges with the law.
11. On or about December 22, 2022, you engaged in behaviour and/or made remarks to the Client of an inappropriate and/or sexual nature that were not appropriate to the service provided.
12. On or about December 22, 2023, and/or on other occasions, in counselling sessions with Client B, while alone with Client B, you made comments, including:
 - a) In reference to her clothing, including wearing crop-tops, you remarked "you should really cover up, it's distracting" or words to that effect;

- b) You remarked “You should be careful what you wear” or words to that effect.
13. When confronted by the School Board, you denied making these statements, and identified Client B as engaging in high risk behaviour.
14. In or about February 28, 2023, you were terminated from your employment with the School Board.

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, including (but not limited to): **Principle I of the Handbook (commented on in Interpretations 1.5, 1.6 and 1.7)** by failing to be aware of your values, attitudes and needs and how those impact on your professional relationship with clients; by failing to distinguish your needs and interests from those of your clients to ensure that, within your professional relationship, clients’ needs and interests remained paramount; by failing to maintain awareness and consideration of the purpose, mandate and function of the organization by which you were employed and how these impact and limit professional relationships with clients.
- b) In that you violated **Sections 2.2, 2.6 and 2.10 of the Professional Misconduct Regulation** by failing to meet the standards of the profession, including (but not limited to): **Principle II of the Handbook (commented on in Interpretations 2.2, 2.2.1, 2.2.3 and 2.2.8)** by:
 - i. failing to ensure clients are protected from an abuse of power, including sexual misconduct, during the provision of professional services and/or failing to establish and maintain clear and appropriate boundaries in a professional relationship;
 - ii. engaging in a professional relationship that constitutes a conflict of interest and/or in a situation in which you ought reasonably to have known that the client or former client would be at risk; failing to evaluate professional relationships and other situations involving clients or former clients for potential conflicts of interest; failing to avoid conflicts of interest and/or dual relationship with clients that

could impair your professional judgment or increase risk of exploitation or harm to clients;

iii. failing to ensure you do not use your position of authority to coerce, improperly influence, harass, abuse or exploit a client;

iv. engaging in conduct that could reasonably be perceived as reflecting negatively on the profession of social service work;

c) In that you violated **Section 2.2 of the Professional Misconduct Regulation** by failing to meet the standards of the profession, including (but not limited to): **Principle VIII of the Handbook (commented on in Interpretations 8.1, and 8.2.3)** by:

i. failing to ensure that sexual misconduct did not occur;

ii. engaging in behaviour or making remarks of a sexual nature towards the client, other than behaviour or remarks of a clinical nature appropriate to the service provided;

d) 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 withing the meaning of subsection 43(4) of the *Act*;

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 if the hearing is proposed to take place in writing, either of the parties (including the College and you) may, in accordance with the procedures set out in the *Statutory Powers Procedure Act*, RSO 1990, c

S.22 (the “SPPA”) and the Discipline Committee’s Rules of Procedure, seek to require that the hearing be held electronically or orally by satisfying the Discipline Committee that there is good reason for not holding a written hearing.

AND FURTHER TAKE NOTICE that if the hearing is proposed to take place electronically, either of the parties (including the College and you) may, in accordance with the procedures set out in the SPPA and the Discipline Committee’s Rules of Procedure, seek to require that the hearing be held orally by satisfying the Discipline Committee that holding an electronic hearing is likely to cause the party significant prejudice.

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 6th day of February, 2024.

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