



Ontario College of
Social Workers and
Social Service Workers

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

On April 10, 2025, 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 Stacey Marie Reilly, a
Social Worker and resigned 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, Stacey Marie Reilly, 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. At all times relevant to these allegations, you were 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 employed by the Toronto East Detention Centre ("**TEDC**") as a Social Worker in Toronto, Ontario. In this role, you provided professional social work services for all inmates with diverse needs and security requirements at an Ontario correctional facility.
3. As a Social Worker, you provided social work and counselling services to Client A, an inmate, between approximately [dates].
4. During and subsequent to the social worker-client relationship, you failed to meet the standards of the profession, failed to maintain appropriate boundaries, engaged in an inappropriate personal, romantic and sexual relationship with Client A, failed to maintain records, and otherwise failed to follow the policies and protocols of your organization, TEDC, including by:
 - a. Developing feelings for Client A and/or becoming aware that Client A had feelings for you and failing to take adequate steps to draw boundaries;
 - b. On or about February 17, 2024, sending Client A written correspondence and other material of a sexual and/or romantic nature, including photographs of a sexual nature;
 - c. Inappropriately exchanging written correspondence or other materials with Client A during meetings at TEDC program rooms on January 22, February 15, and/or February 29, 2024;
 - d. Arranging and facilitating meetings with Client A at TEDC program rooms on January 22, February 15, February 29, and March 29, 2024 without following TEDC protocols;
 - e. On or about March 12, 2024, providing Client A with an envelope containing photographs of a sexual nature during a meeting in a TEDC programming room;

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.

- f. Maintaining a personal and/or romantic relationship through telephone calls with Client A between at least March 17 and April 28, 2024; and
 - g. Failing to maintain a social work record pertaining to Client A and/or failing to retain, store, preserve and/or secure Client's A's records in accordance with TEDC's policies or at all.
 - 5. On or about March 8, 2024, TEDC staff intercepted and confiscated a letter you posted to Client A that included correspondence and materials of a sexual and/or romantic nature, including photographs of a sexual nature.
 - 6. On or about March 12, 2024, TEDC staff conducting a body search of Client A found photographs of a sexual nature that you had provided to him during an earlier meeting in a TEDC program room.
 - 7. On or about March 15, 2024, you created an occurrence report as part of an internal investigation regarding the photographs found on Client A, but you made no mention of your role in providing the photographs to him.
 - 8. On March 15, 2024 you were put on paid leave by TEDC pending the results of TEDC's internal investigation.
 - 9. On or about March 17, 2024, you resigned from TEDC effective March 18, 2024.
 - 10. Beginning on or about March 16, 2024, Client A began making regular phone calls to your phone number, and, in and around the same time or shortly thereafter, Client A attempted to add you to his inmate's visitor list, which request was denied by TEDC due to the nature and circumstances of your resignation.
 - 11. On or about January 8, 2025, you resigned your membership with the College, and your certificate of registration was cancelled effective that same day.
- 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 2.10 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretations 1.7, 1.8 and 1.9)** by:
 - i. failing to be aware of and/or reflect upon your values, attitudes and needs and how these impact on your professional relationship with your clients;

- ii. failing to distinguish your own needs and interests from those of your clients and to ensure that, within professional relationships, your clients' needs and interests remained paramount; and
 - iii. failing to consider the purpose, mandate and function of your organization and how these impact on and limit professional relationships with clients.
- b) In that you violated **sections 2.2, 2.5, 2.6 and 2.10 of the Professional Misconduct Regulation and Principle II of the Handbook (commented on in Interpretations 2.2, 2.2.1, 2.2.2, 2.2.3, 2.2.4, 2.2.5, 2.2.6, 2.2.12)** by:
- i. failing to ensure that clients are protected from the abuse of power during and after the provision of professional services; engaging in a situation in which you ought reasonably to have known that the client or former client would be at risk in any way;
 - ii. failing to establish and maintain clear and appropriate boundaries for the protection of clients in all aspects of professional relationships; engaging in boundary violations, including sexual misconduct and/or other misuse and abuse of your power;
 - iii. providing a professional service while in a conflict of interest; 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 the risk of exploitation or harm to clients; failing to declare a conflict of interest and taking appropriate steps to address it and eliminate it;
 - iv. entering into dual relationships with clients without seeking supervision or documenting your decision; failing to use your professional judgment to develop a plan to maintain boundaries and ensure the client understands the parameters of the professional relationship;
 - v. having non-physical sexual relations with a client by way of behaviour or remarks of sexual nature other than behaviour or remarks of a clinical nature appropriate to the service provided;
 - vi. providing social work services to individuals with whom you are having non-physical sexual relations and/or in a romantic relationship;

- vii. using information obtained during the professional relationship and/or using your professional position of authority to coerce, improperly influence, harass, abuse and/or exploit a client and/or former client; and
 - viii. failing to avoid conduct which could reasonably be perceived as reflecting negatively on the profession of social work
- c) In that you violated **Section 2.2 of the Professional Misconduct Regulation** and **Principle III of the Handbook (commented on in Interpretation 3.13)** by failing to assume full responsibility for demonstrating that a former client has not been exploited, coerced or manipulated, either intentionally or unintentionally where a personal relationship occurs with a former client; engaging in a personal relationship with a former client when the relationship would create a conflict of interest and/or where the relationship is otherwise prohibited;
- d) In that you violated **section 2.2 of the Professional Misconduct Regulation** and **Principle IV of the Handbook (commented on in Interpretations 4.1.1, 4.1.5 and 4.2.3)** by:
- i. failing to record information in a manner that conforms with accepted service or intervention standards and protocols within the profession, is relevant to the service provided, and is in a format that facilitates the monitoring and evaluation of the effects of the service/intervention; failing to include all required information in the record;
 - ii. failing to keep systematic, dated, and legible records for each client served; and
 - iii. failing to acquire and maintain a thorough understanding of your organization's policies regarding the retention, storage, preservation and security of records and/or to abide by those policies;
- e) In that you violated **Section 2.5 of the Professional Misconduct Regulation** by abusing a client sexually, through behaviour or remarks of a sexual nature by you towards the client, other than behaviour or remarks of a clinical nature appropriate to the service provided withing the meaning of subsection 43(4) of the *Act*;
- f) 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, 8.4, 8.5, 8.6, 8.7, and 8.8)** by:

- i. failing to ensure that sexual misconduct did not occur;
- ii. engaging in behavior or remarks of a sexual nature towards the client which were not of a professional nature appropriate to the service provided;
- iii. failing to immediately seek consultation and/or supervision and to develop an appropriate plan after developing sexual, romantic, or otherwise unprofessional feelings toward a client that could put the client at risk;
- iv. failing, in circumstances where a client initiates behaviour of sexual nature, to clearly state to the client that such is inappropriate by virtue of the professional relationship and/or failing to conduct yourself in a manner that discourages the behaviour and/or not reciprocating;
- v. failing to terminate the relationship in circumstances where a client makes sexual overtures and/or behaves in a sexually provocative manner towards you and the behaviour could not be appropriately and safely addressed in the context of the professional relationship; and
- vi. providing counselling or psychotherapy or other professional services to an individual with whom you have an existing relationship of a sexual nature.

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 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 14th day of April 2025.

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