Ontario College of Social Workers and Social Service Workers | L'Ordre des travailleurs sociaux et des techniciens en travail social de l'Ontario

On October 15, 2026, 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:

DC File Number: R-2025-00019

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 Lucas Snell, a Social Worker and Registrant of the College;

AMENDED 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 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, Lucas Snell, 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. 128 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 3rd ed.**"), and Schedule "B" to By-law No. 128 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 3rd ed.**").

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. Between approximately November 2023 and January 2025 (the "relevant period"), you were employed as a social worker at a children's mental health agency (the "Agency"), where you provided social-work services to children and youth.

3. During the relevant period, Persons 1 through 7 were your co-workers or former co-workers at the Agency.

4. During the relevant period, you sexually harassed and/or repeatedly directed inappropriate, unwanted, and/or sexually explicit comments and/or messages toward one or more of Persons 1 through 7, including, but not limited to:

   (a) Sharing an explicit account of having sex loudly and aggressively in retaliation against a roommate which was heard by Persons 1, 2 and/or 3;

   (b) Telling and/or messaging Person 1 "Let's go for a drive this week, I'll feed you lunch" and/or "I'm going to use you when I want you", or words to that effect;

   (c) Sending Person 2 a message concerning the visibility of her inner-thigh tattoo;

   (d) Telling Person 4 "I would really like to fuck you" or words to that effect. When Person 4 advised that she was in a monogamous relationship and pregnant,

you said “When you are done having the baby we can fuck” or words to that effect;

(e) Engaging with Person 5 in prolonged conversations involving nudity, sexual relationships and/or personal crises;

(f) Sending Person 6 a sexually explicit message stating, “I'm not sure if I want to finish in you on you,” or words to that effect;

(g) Telling and/or messaging Person 7 about sexually comments, including about fantasizing about having sex with her on your desk, wanting to hold her down, wanting to use your belt around her neck, and/or about her breasts. You proposed that you and Person 7 become “fuck buddies” on more than one occasion.

5. One or more of Persons 1 through 7 blocked you, took steps to avoid being alone with you at work and/or otherwise experienced discomfort or concerns for their safety as a result of your conduct.

6. During the relevant period, Client A was a [age] client of the Agency who was experiencing suicidal thoughts.

7. While providing social-work services to Client A, you made extensive personal disclosures concerning your own experiences of trauma, homelessness and/or suicidal ideation. Your personal disclosures to Client A were inappropriate and/or unnecessary, did not maintain appropriate professional boundaries, and/or did not demonstrate sound professional judgment having regard to Client A's age and vulnerability.

8. During the relevant period, you were involved in a therapeutic group serving queer-identifying children (the “Group”).

9. You prepared a three-page document titled “Heroes Manifesto” in connection with the Group and proposed that it be introduced and/or used in the Group.

10. The tone, language, political content and/or conflict-oriented concepts in the Heroes Manifesto were not appropriately adapted to the age, vulnerability and therapeutic needs of the children in the Group.

11. After your supervisors directed that the Heroes Manifesto not be used in the Group, you responded to that clinical direction in an inappropriate and/or unprofessional 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 and Principle I of the Handbook 3rd ed. (as commented on in Interpretations 1.7, 1.8 and/or 1.9) by:

(i) failing to make the needs and interests of clients your primary professional obligation and/or failing to reflect upon your values, attitudes, assumptions and biases and how these impact on your professional relationships with clients;

(b) In that you violated section 2.2 of the Professional Misconduct Regulation and Principle II of the Handbook 3rd ed. (as commented on in Interpretations 2.2, 2.2.1, 2.2.12, 2.2.13 and/or 2.2.19) by:

(i) failing to maintain appropriate professional boundaries with clients and/or co-workers;

(ii) making inappropriate and/or unnecessary personal disclosures to a vulnerable child client;

(iii) engaging in conduct that could reasonably be perceived as reflecting negatively on the profession of social work;

(iv) failing to conduct yourself professionally and/or with civility, respect and/or fairness towards others; and/or

(v) failing to promote workplace conditions that are consistent with standards.

(c) In that you violated section 2.2 of the Professional Misconduct Regulation and Principle III of the Handbook 3rd ed. (as commented on in Interpretation 3.9) by:

(i) failing to exercise responsible judgment concerning the age, vulnerability and therapeutic needs of clients;

(d) 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 and/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 November 2026.

By: _____
Denitha Breau
Registrar and Chief Executive Officer
Ontario College of Social Workers and Social Service Workers