



On March 8, 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 Pamela Seaton-Brissett, 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, Pamela Seaton-Brissett, 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. On or about March 19, 2022, you were registered as a Social Worker with the Ontario College of Social Workers and Social Service Workers (the “**College**”).
2. On or about March 19, 2022, you were self-employed as a Social Worker in private practice and provided professional services to “X.X” (the “**Client**”).
3. At the material time, the Client was 17 years old.
4. At the material time, you knew, or ought to have known, that the Client was in a vulnerable state and dealing with mental health issues, as well as difficult family tensions at home.
5. During the session on or about March 19, 2022, you engaged in conduct, made comments and/or asked questions that were inappropriate, unprofessional and/or discriminatory, which included, but were not limited to:
  - a. conducting the initial intake assessment with the Client while the Client’s mother was present without first obtaining informed consent from the Client;
  - b. making comments about your personal religious beliefs to the Client;
  - c. asking the Client questions about self-harm in front of the Client’s mother;

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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.

- d. directing and/or demanding that the Client show you their scars caused by self-harm;
- e. asking the Client questions about romantic and/or sexual relationships in front of the Client's mother;
- f. making comments to the effect that homosexuality is a "lifestyle";
- g. asking questions to the effect of how the Client's lifestyle affects their spiritual beliefs;
- h. making comments to the effect that the Client's lifestyle could be changed or "fixed" through therapy and/or religion beliefs;
- i. asking questions to the effect of whether the Client thought they were "going to hell";
- j. discussing your own experiences and beliefs relating to anxiety and/or mental health issues;
- k. making comments to the Client about abusive childhood experiences with your father; and/or
- l. making comments about the purported cause of the Client's sexual orientation, including words to the effect that the Client hated their father and/or love their mother.

**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** (commented on in **Interpretation 1.3**) by failing to respect and facilitate self-determination in a number of ways including acting as resources for clients and encouraging them to decide which problems they want to address as well as how to address them;
- b. In that you violated **Section 2.2 of the Professional Misconduct Regulation** and **Principle I of the Handbook** (commented on in

**Interpretation 1.4)** by failing to demonstrate acceptance of each client's uniqueness;

- c. In that you violated **Section 2.2 of the Professional Misconduct Regulation and Principle I of the Handbook** (commented on in **Interpretation 1.5)** by failing to be aware of your values, attitudes and needs and how these impact on your professional relationships with clients;
- d. In that you violated **Section 2.2 of the Professional Misconduct Regulation and Principle I of the Handbook** (commented on in **Interpretation 1.6)** by failing to distinguish your needs and interests from those of your clients to ensure that, within professional relationships, clients' needs and interests remain paramount;
- e. In that you violated **Section 2.2 of the Professional Misconduct Regulation and Principle II of the Handbook** (commented on in **Interpretation 2.1.3)** by failing to maintain current knowledge of policies, legislation, programs and issues related to the community, its institutions and services in their areas of practice;
- f. In that you violated **Section 2.2 of the Professional Misconduct Regulation and Principle II of the Handbook** (commented on in **Interpretation 2.1.4)** by 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 or a credible body of professional social service work knowledge;
- g. In that you violated **Sections 2.2 of the Professional Misconduct Regulation and Principle II of the Handbook** (commented on in **Interpretations 2.2.3)** by using information obtained during a professional relationship with a client or using your professional position of authority to coerce, improperly influence, harass or exploit a client;
- h. In that you violated **Sections 2.2 of the Professional Misconduct Regulation and Principle II of the Handbook** (commented on in **Interpretations 2.2.8)** by failing to avoid conduct which could

reasonably be perceived as reflecting negatively on the professions of social work or social service work;

- i. In that you violated **Sections 2.2 of the Professional Misconduct Regulation and Principle II of the Handbook** (commented on in **Interpretations 2.2.9**) by failing to be knowledgeable and sensitive to cultural and ethnic diversity and to forms of social injustice such as poverty, discrimination and imbalances of power that exist in the culture and that affect clients;
- j. In that you violated **Section 2.2 of the Professional Misconduct Regulation and Principle III of the Handbook** (commented on in **Interpretation 3.4**) by engaging in discrimination based on race, ethnicity, language, religion, marital status, gender, sexual orientation, age, disability, economic status, political affiliation or national origin;
- k. In that you violated **Section 2.2 of the Professional Misconduct Regulation and Principle III of the Handbook** (commented on in **Interpretation 3.6**) by failing to inform clients of foreseeable risks as well as rights, opportunities, and obligations associated with the provision of professional services;
- l. In that you violated **Section 2.2 of the Professional Misconduct Regulation and Principle III of the Handbook** (commented on in **Interpretation 3.8**) in providing a service that you know or ought reasonably to know is not likely to benefit the client;
- m. In that you violated **Section 2.2 of the Professional Misconduct Regulation and Principle V of the Handbook** (commented on in **Interpretation 5.1**) by failing to comply with applicable privacy and other legislation and failing to obtain consent to the collection, use or disclosure of client information;
- n. In that you violated **Section 2.2 of the Professional Misconduct Regulation and Principle V of the Handbook** (commented on in **Interpretation 5.3.5**) by failing to make reasonable efforts to inform your client of the parameters of information to be disclosed and to advise your client of the possible consequences of such disclosure;

- o. In that you violated **Section 2.6 of the Professional Misconduct Regulation** using information obtained during a professional relationship with a client or using one's professional position of authority to coerce, improperly influence, harass or exploit a client or former client;
- p. In that you violated **Section 2.9 of the Professional Misconduct Regulation** providing a service that you know or ought reasonably to know is not likely to benefit the client;
- q. In that you violated **Section 2.28 of the Professional Misconduct Regulation** by contravening the *Act*, regulations or by-laws;
- r. 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
- s. 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 8<sup>th</sup> day of March, 2023.

By: \_\_\_\_\_  
Registrar and CEO  
Ontario College of Social Workers and Social Service Workers