



On April 17, 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 Peter Snow, a Social Worker and former 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, Peter Snow, 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**")¹.

I. The following are particulars of the allegations:

1. At all times material to these allegations, you were a registered social worker with the Ontario College of Social Workers and Social Service Workers ("**College**") and practicing at the Youth Wellness Centre ("**Centre**") in Hamilton, Ontario. The Centre is a division within St. Joseph's Healthcare, which provides mental health services for young people aged 17 to 25.
2. You resigned your registration with the College on or about February 15, 2023.
3. In or about May 2016, you were engaged to provide social work services to X.X. (the "**Client**"). X.X. was a vulnerable client who sought assistance at the Centre to deal with post-traumatic stress disorder (arising from sexual trauma) and other mental health concerns.
4. During the period from approximately 2016 to 2019, you provided social work services to the Client, including counselling.
5. In providing services to the Client, you failed to appropriately document and/or keep records of your sessions with the Client, including misrepresenting in your records the nature and/or purpose of your meetings and/or discussions with the Client.

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. In addition, during your sessions with the Client, you failed to provide appropriate counselling. In particular, you asked questions that were not clinically appropriate and/or manipulated the counselling sessions with the Client in order to have the Client discuss topics of a sexual nature, including asking the Client about sexual fantasies and/or sexual preferences.

7. During the professional relationship with the Client and/or following termination of the professional relationship with the Client, you engaged in numerous boundary crossing behaviours, including:
 - a. forming a personal relationship with the Client;
 - b. making the comments to the Client using words to the effect that she was attractive;
 - c. having telephone calls with the Client;
 - d. attending the Client's home;
 - e. meeting with and/or communicating with the Client outside of counselling sessions;
 - f. connecting with the Client on social media, including on Reddit;
 - g. sharing details about your personal life with the Client;
 - h. communicating with the Client via text or other electronic means, including exchanging romantic and/or sexually-explicit messages with the Client; and/or
 - i. exchanging sexually-explicit photos and videos with the Client;

8. During the professional relationship with the Client and/or immediately upon terminating the professional relationship with the Client, you engaged in a sexual relationship with the Client, including:

- a. sexual intercourse or another form of physical sexual relations with the Client;
- b. touching, of a sexual nature, with the Client; and/or
- c. engaging in behaviour and/or making remarks of a sexual nature to the Client that were not clinically appropriate to the service provided.

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 2.5 of the Professional Misconduct Regulation and Principle VIII of the Handbook (as commented on in Interpretations 8.1, 8.2, 8.3, 8.4, 8.6, 8.7 and 8.8) by failing to ensure that sexual misconduct did not occur; by engaging in sexual intercourse or another form of physical sexual relations with the client; by engaging in touching, of a sexual nature, of the client, and by engaging in behavior or remarks of a sexual nature towards the client, other than behaviour or remarks of a clinical nature appropriate to the service provided; by developing sexual feelings towards the client that could, in your judgment, put the client at risk, and failing to seek consultation/supervision or develop an appropriate plan; by failing to state clearly to the client that behaviour of a sexual nature is inappropriate by virtue of the professional relationship; and by engaging in sexual relations with the client during and after the period in which you provided counselling services to the client;
- b) In that you violated Sections 2.2, 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. and 2.2.8) by failing to establish and maintain clear and appropriate boundaries in your professional relationships for the protection of the client; by failing to engage in the process of self-review and evaluation of your practice and seek consultation when appropriate; by engaging in professional relationships that constitute a conflict of interest or in situations in which you ought reasonably to have known that the client would be at risk; by using information obtained in the course of a professional relationship, and using your professional position of authority, to coerce, improperly influence, harass, abuse or exploit the client; by having sexual relations with the

client; and by failing to avoid conduct which could reasonably be perceived as reflecting negatively on the profession;

- c) In that you violated Sections 2.2 and 2.9 of the Professional Misconduct Regulation and Principles II and III of the Handbook (commented on in Interpretations 2.1.4) by providing a service that you knew or ought reasonably to have known were not likely to benefit the client; (c) In that you violated Sections 2.2 and 2.9 of the Professional Misconduct Regulation and Principles II and III of the Handbook (commented on in Interpretations 2.1.4) by providing a service that you knew or ought reasonably to have known were not likely to benefit the client;
- d) In that you violated Sections 2.2 and 2.10 of the Professional Misconduct Regulation and Principle III of the Handbook (commented on in Interpretations 3.7) by failing to assume full responsibility for demonstrating that the client had not been exploited, coerced or manipulated intentionally or unintentionally where a personal relationship occurred with the client;
- e) In that you violated Sections 2.2 and 2.28 of the Professional Misconduct Regulation and Principle I of the Handbook (commented on in Interpretations 1.1, 1.5 and 1.6) by failing to participate together with the client to set and evaluate goals; by failing to maintain awareness of your own values, attitudes and needs and how these impact on your professional relationship with the client; and by failing to distinguish your needs and interests from those of the client to ensure that the client's needs and interests remain paramount;
- f) In that you violated Sections 2.2 and 2.21 of the Professional Misconduct Regulation and Principle IV (commented on in Interpretations 4.1.2) by failing to ensure that records are current, accurate, contain relevant information about the client; making a statement in the record you knew and/or ought to have known was false, misleading, inaccurate or otherwise improper; and/or
- 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 17th day of April, 2023.

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