



On May 25, 2022 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 YUJIA ZHU, a Social Worker and member of 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) 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. 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, Yujia Zhu, 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. In or about April 2021, you were registered as a social worker with the Ontario College of Social Workers and Social Service Workers (the "**College**").
2. During this time, you consulted with and/or provided services to Client "X" (the "**Client**").
3. During this time, the Client sought to obtain counselling services from you.
4. The Client identifies as a person of a minority racial and ethnic group.
5. During your initial meeting with the Client, you indicated that you were unable to provide her with counselling services due to her race, ancestry, or ethnicity.
6. During your consultation with the Client, you referred her to a student or intern for counselling services through For a Safer Space (FASS), an organization that you founded and/or indicated that you founded.

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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.

7. At the time of your referral, FASS was not providing services in the English language, but was providing services in Mandarin. You did not ask the Client what languages she spoke.
8. The Client was contacted by FASS in Mandarin.
9. The Client did not speak Mandarin.

**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 1.2**) by failing to observe, clarify and inquire about information presented to you by clients;
- (b) 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;
- (c) 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;
- (d) 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;
- (e) 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;
- (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 your professional

recommendations or opinions were appropriately substantiated by evidence and supported by a credible body of professional social work knowledge;

- (g) In that you violated **Section 2.2 of the Professional Misconduct Regulation** and **Principle II of the Handbook** (commented on in **Interpretation 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;
- (h) In that you violated **Section 2.2 of the Professional Misconduct Regulation** and **Principle II of the Handbook** (commented on in **Interpretation 2.2.9**) by failing to assist clients to access necessary information, services and resources wherever possible and by failing to promote and facilitate the client participation in decision making;
- (i) In that you violated **Section 2.2 of the Professional Misconduct Regulation** and **Principle III of the Handbook** (commented on in **Interpretation 3.4 and Footnote 3**) by engaging in discrimination based on race, ethnicity, language, religion, marital status, gender, sexual orientation, age, disability, economic status, political affiliation or national origin and by failing to adhere to the Ontario *Human Rights Code* and the *Charter of Rights and Freedoms* in the provision of services;
- (j) In that you violated **Section 2.8 of the Professional Misconduct Regulation** and **Principle III of the Handbook** (commented on in **Interpretation 3.5 and Footnote 4**) by failing to assist potential clients to obtain other services when you were unable or unwilling to provide the requested professional help and by failing to provide professional help without an appropriate reason;
- (k) In that you violated **Section 2.8 of the Professional Misconduct Regulation** and **Principle III of the Handbook** (commented on in **Interpretation 3.9**) by discontinuing and/or terminating services when such services were needed;
- (l) In that you violated **Section 2.8 of the Professional Misconduct Regulation** and **Principle III of the Handbook** (commented on in **Interpretation 3.10**) by failing to arrange the termination, transfer, referral, or continuation of service in accordance with clients' needs and preferences;

- (m) In that you violated **Section 2.28 of the Professional Misconduct Regulation** by contravening the *Act*, regulations or by-laws;
- (n) 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
- (o) 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 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 27th day of May, 2022

By: \_\_\_\_\_

Registrar and CEO

Ontario College of Social Workers and Social Service Workers