

Assessing risk in complaints about teachers

Intake unit

Initial triage

Considerations for risk assessment:

- Harm to students and/or risk to students or the community
- Matters involve alleged professional misconduct, incompetence, or incapacity
- Severity of conduct
- Relevance to membership
- Precedents for similar conduct
- Outcomes from other parties, including employer investigations, police, or Children's Aid Society.



Investigations unit

Review of complaints to determine risk and relation to College mandate.

For example, this may involve issuing undertakings not to teach, imposing interim suspensions, and conducting medical inquiries regarding a member's capacity.



Complaint Resolution

Considerations for Complaint Resolution suitability:

- Precedent
- Aggravating and mitigating factors
- Discipline history
- Member's capacity
- Related legal proceedings.

Investigation opened

Complex case file categories

A full investigation shall proceed in cases involving allegations of:

- sexual abuse
- sexual misconduct
- child pornography
- prescribed sexual acts.

- A full investigation will also be conducted in other types of serious cases.

