

**DISCIPLINE COMMITTEE OF THE
ONTARIO COLLEGE OF TEACHERS**

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

LON ISIEDRE MINOTT, OCT

NOTICE OF HEARING

THE INVESTIGATION COMMITTEE OF THE ONTARIO COLLEGE OF TEACHERS, pursuant to section 26, subsection (5) of the *Ontario College of Teachers Act, 1996* (the "*Act*"), Statutes of Ontario, 1996, chapter 12, has directed that the matter hereinafter described regarding the conduct or actions of Lon Isiedre Minott, Certificate No. 482484, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Lon Isiedre Minott is guilty of professional misconduct as defined in the *Act* in that:

- (a) he abused a student or students, verbally, contrary to Ontario Regulation 437/97, subsection 1(7);
- (b) he abused a student or students psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7.2);
- (c) he engaged in sexual misconduct as defined in section 1 of the *Act*;

- (d) he committed acts that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 437/97, subsection 1(18).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Lon Isiedre Minott (the "Member") is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Dufferin-Peel Catholic District School Board as a teacher at [XXX] School in Mississauga, Ontario (the "School").
3. In or about the 2021-2022 academic year, the Member taught a Grade [XXX] [XXX] class and a Grade [XXX] [XXX] class at the School.
4. Between in or about February 2022 and in or about May 2022, the Member made comments and/or engaged in behaviour towards students at the School that was sexual in nature and/or that he knew or ought to have known was inappropriate and/or offensive, including but not limited to:
 - (a) making a drawing on the board in the classroom depicting two people in a house, covering the drawing by placing himself in front of it, saying words and/or making sounds imitating sexual relations, and then drawing a baby on the board;
 - (b) referring to sex as "doing the deed" and/or as "spicy time," or words to that effect;
 - (c) telling students he impregnated a girl when he was 14 years old and would not give her money for an abortion, or words to that effect;
 - (d) saying that everything girls did was for the male gaze, or words to that effect;

- (e) making a thrusting action with his hips and/or moving his body to simulate sexual intercourse when describing sex to students;
 - (f) puckering his lips when discussing kissing with students;
 - (g) telling a student "Go outside, take a shower or do some exercise. You don't want to have a rod between your legs", or words to that effect, after a student asked the Member "What do you do if you feel horny?", or words to that effect; and/or
 - (h) telling female students "Hogwash," or words to that effect, after female students said they wore makeup for themselves and not to gain men's attention, or words to that effect.
5. Between in or about February 2022 and in or about May 2022, the Member made comments and/or engaged in behaviour towards students at the School that he knew or ought to have known was inappropriate and/or offensive, including but not limited to:
- (a) engaging in a conversation with students regarding what type of skin tone was required to be allowed to say the "N-word", or words to that effect;
 - (b) saying "fuck," "bullshit," and/or "shit," or words to that effect;
 - (c) telling a student to shut up, or words to that effect;
 - (d) saying that transgender people should not play sports, or words to that effect;
 - (e) saying that he would not respect student's pronouns and would instead call them as he saw them, call them by whatever chromosomes they had, and/or call them Children of God, or words to that effect;

- (f) asking students why he needed to use their pronouns, or words to that effect;
- (g) saying girls should dress more modestly, or words to that effect;
- (h) telling students that people should be happy with their original body and not become transgender, or words to that effect;
- (i) saying that transitioning genders was related to the devil, or words to that effect; and/or
- (j) telling students that abortion should not be allowed, or words to that effect.

THE DISCIPLINE COMMITTEE WILL HOLD A HEARING pursuant to sections 30, 32 and 32.1 of the *Act* to decide whether the allegations are true and whether Lon Isiedre Minott is guilty of professional misconduct. A copy of the *Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee* (the “*Rules of Procedure*”) will be provided upon request and is also available on the College’s website.

THE DISCIPLINE COMMITTEE WILL HEAR THIS MATTER on a date to be determined after consultation between College Counsel and you or your counsel and fixed by the Tribunals’ Office.

YOU ARE ENTITLED TO BE PRESENT AT THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL. The hearing will be held electronically using audio or video conferencing equipment, pursuant to the *Rules of Procedure* and the *Statutory Powers Procedure Act*, R.S.O. 1990, c.S.22 (the “*SPPA*”).

IF YOU DO NOT ATTEND ON THE SCHEDULED HEARING DATE, THE DISCIPLINE COMMITTEE MAY PROCEED WITH THE HEARING IN YOUR ABSENCE AND YOU WILL NOT BE PROVIDED WITH ANY FURTHER NOTICE OF PROCEEDINGS.

IF YOU BELIEVE THAT AN ELECTRONIC HEARING OR ELECTRONIC SET DATE HEARING IS LIKELY TO CAUSE YOU SIGNIFICANT PREJUDICE, you must notify the Tribunals' Office at 101 Bloor Street West, Toronto, Ontario, M5S 0A1. The Discipline Committee will then determine whether the hearing will proceed in person, electronically, in writing, or by a combination of these formats.

IF A DATE FOR THE HEARING AND/OR THE FORMAT OF THE HEARING ARE NOT AGREED UPON, THE DISCIPLINE COMMITTEE WILL CONVENE TO DEAL WITH THE PROCEDURAL MATTER OF SETTING A DATE AND/OR ESTABLISHING THE FORMAT FOR THE HEARING. The procedural hearing will be held electronically using audio or video conferencing equipment, pursuant to the *Rules of Procedure* and the *SPPA*.

YOU ARE ENTITLED TO BE PRESENT WHEN THE COMMITTEE CONVENES TO SET A DATE AND/OR FORMAT FOR THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL. IF YOU DO NOT ATTEND BEFORE THE COMMITTEE TO SET A DATE AND/OR FORMAT FOR THE HEARING, THE DISCIPLINE COMMITTEE MAY PROCEED IN YOUR ABSENCE TO SET THE DATE AND/OR FORMAT. NOTICE OF THE HEARING DATE AND/OR FORMAT SET BY THE COMMITTEE WILL BE PROVIDED TO YOU IN WRITING AT YOUR LAST KNOWN EMAIL ADDRESS AS SHOWN IN THE RECORDS OF THE COLLEGE.

IF THE DISCIPLINE COMMITTEE FINDS YOU GUILTY of professional misconduct, you are liable to the penalties set out in section 30 of the *Act*.

A MEMBER whose conduct is being investigated in proceedings before the Discipline Committee may examine before the hearing any written or documentary evidence that will be produced or any report, the contents of which will be given as evidence at the hearing.

You or your representative may contact the office of Jordan Stone of Glick Feinberg Stone LLP, College Counsel in this matter, at Suite 200, 65 Front Street, Toronto, ON M5E 1B5, telephone 416-596-2960.

Date: March 4, 2025

Registrar's Signature

Linda Lacroix, OCT, M. Ed.
Registrar and Chief Executive Officer
Ontario College of Teachers
101 Bloor Street West
Toronto, ON M5S 0A1

TO: Lon Isiedre Minott
[XXX]
[XXX]
AND TO: Cavalluzzo LLP
474 Bathurst Street, Suite 300
Toronto, ON M5T 2S6

Tyler Boggs, Counsel for the Member

B E T W E E N :

ONTARIO COLLEGE OF TEACHERS

- and -

LON ISIEDRE MINOTT, OCT

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ONTARIO COLLEGE OF TEACHERS**

NOTICE OF HEARING

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