

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

NUSAIBA BHOOLA

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 Nusaiba Bhoola, Certificate No. 708666, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Nusaiba Bhoola is guilty of professional misconduct as defined in the *Act* in that:

- (a) she abused a student or students psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7.2);
- (b) she abused a student or students sexually, contrary to Ontario Regulation 437/97, subsection 1(7.3) and/or engaged in sexual abuse of a student or students as defined in section 1 of the *Act*;
- (c) she engaged in sexual misconduct as defined in section 1 of the *Act*;

- (d) she failed to supervise adequately a person who is under the professional supervision of the member, contrary to Ontario Regulation 437/97, subsection 1(11);
- (e) she failed to comply with the *Education Act*, Revised Statutes of Ontario, 1990, chapter E.2, specifically subsection 264(1) thereof and section 20 of Regulation 298 made under that Act, contrary to Ontario Regulation 437/97, subsection 1(15);
- (f) she 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);
- (g) she engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Nusaiba Bhoola (the “Member”) is a member of the Ontario College of Teachers.
2. From February to June 2023, the Member was employed by the Toronto District School Board (the “Board”) as a part-time contract teacher at [XX] (the “School”) in Scarborough, Ontario.
3. At all material times, Student 1 was a [XXX]-year-old male student in Grade [XXX] at the School and was in the Member’s [XXX] class.
4. At all material times, Student 2 was a [XXX]-year-old male student in Grade [XXX] at the School and was in the Member’s [XXX] class.
5. At all material times, Student 3 was a [XXX]-year-old female student in Grade [XXX] at the School.
6. Between approximately February and June 2023, the Member engaged in an inappropriate personal relationship with Student 1. The Member’s conduct included, but was not limited to:

- (a) communicating with Student 1 via social media and/or text message;
 - (b) communicating with Student 1 using her personal phone;
 - (c) purchasing food and/or drink for Student 1;
 - (d) attending at Student 1's home to deliver food that she had purchased for him;
 - (e) driving Student 1 in her personal vehicle;
 - (f) allowing Student 1 to drive her personal vehicle.
7. Between approximately February and June 2023, the Member:
- (a) gave Student 2 her personal cell number;
 - (b) engaged in one or more telephone conversations with Student 2 about personal matters;
 - (c) purchased and gave food and/or drink to Student 2.
8. Between approximately February and June 2023, the Member made comments to Student 3 and/or other students, about:
- (a) Student 1 being "cute";
 - (b) being able to see the outline of Student 1's penis when he wore sweatpants, or words to that effect;
 - (c) evaluating students' physical appearance and ranking them from "cutest" to "least cute".

9. Between approximately February and June 2023, the Member failed to adequately cooperate with School administration and/or comply with School policies, procedures and directives from School administration by:
 - (a) allowing students who were not registered in her class to socialize in her classroom;
 - (b) permitting students to vape and/or smoke within the School;
 - (c) providing students with the keys to her vehicle to retrieve items without supervision;
 - (d) driving Student 1 in her personal vehicle after being directed to stop doing so;
 - (e) observing cannabis in a student's backpack and failing to intervene and/or report this information to the School administration.
10. Between in or about May and June 2023, the Member engaged in sexual intercourse with Student 1.
11. Between in or about May and June 2023, the Member told Student 2 and/or Student 3:
 - (a) that she and Student 1 had "fucked", or words to that effect;
 - (b) not to talk to anyone about her and Student 1.

THE DISCIPLINE COMMITTEE WILL HOLD A HEARING pursuant to sections 30, 30.2, 32, and 32.1 of the *Act* to decide whether the allegations are true and whether Nusaiba Bhoola 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 “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 sections 30 and 30.2 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 Caroline Zayid of McCarthy Tétrault LLP, solicitor for the College in this matter, at Suite 5300, Toronto Dominion Bank Tower, Toronto, ON M5K 1E6, telephone 416-601-7768.

Date: June 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: Nusaiba Bhoola
[XXX][XXX]
AND TO: Collins & Metcalfe LLP
305 – 1033 Bay Street
Toronto, ON M5S 3A5

Kirsty Niglas-Collins, Counsel for the Member

B E T W E E N :

ONTARIO COLLEGE OF TEACHERS

- and -

NUSAIBA BHOOLA

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

NOTICE OF HEARING

McCarthy Tétrault LLP

Suite 5300

Toronto Dominion Bank Tower

Toronto ON M5K 1E6

Caroline R. Zayid

Tel. 416-601-7768

Fax 416-868-0673

Christine L. Lonsdale

Tel. 416-601-8019

Fax 416-868-0673

Counsel for the
Ontario College of Teachers