

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

SARAH MARGARET ANDERSON (AKA SARAH MARGARET LEE)

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 Sarah Margaret Anderson, Certificate No. 634738, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Sarah Margaret Anderson 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 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);
- (d) she engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19);
- (e) she engaged in a prohibited act involving child pornography as defined in section 1 of the Act.

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Sarah Margaret Anderson (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed as a teacher at [XXX] in Vaughan, Ontario (the “School”).
3. In or about the 2023-2024 academic year, the Member taught Grades [XXX] [XXX]at the School.
4. In or about the 2023-2024 academic year, Student 1 was a [XXX] year-old Grade [XXX] male student at the School.
5. Between on or about December 6, 2023, and January 27, 2024, the Member engaged in a personal relationship with Student 1 that crossed professional boundaries, including but not limited to by:
 - (a) communicating with Student 1 via Edsby for non-pedagogical reasons and outside of class hours.
 - (b) communicating with Student 1 via Instagram for non-pedagogical reasons and outside of class hours.

- (c) communicating with Student 1 via Snapchat for non-pedagogical reasons and outside of class hours.
6. Between on or about December 6, 2023 and January 27, 2024, the Member sent Student 1 electronic messages on Snapchat that were sexual in nature and/or inappropriate, including but not limited to addressing topics of a sexual and personal nature with Student 1, including:
- (a) masturbation;
 - (b) oral sex;
 - (c) sexual intercourse;
 - (d) the Member's sexual preferences and needs.
7. Between on or about December 6, 2023 and January 27, 2024, the Member sent Student 1 electronic images on Snapchat that were sexual in nature and/or inappropriate, including but not limited to:
- (a) sending Student 1 a photo of a woman in a red bra;
 - (b) sending Student 1 a photo of a topless woman.

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 Sarah Margaret Anderson is guilty of professional misconduct. A copy of the *Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee* 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 Jordan Glick of Glick Feinberg Stone LLP, Counsel for the College in this matter, at Suite 200, 65 Front Street, Toronto, ON M5E 1B5, telephone 416-596-2960 x100.

Date: May 21, 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: Sarah Margaret Anderson
[XXX][XXX][XXX]
AND TO: Nadi Law
105 Consumers Drive-Unit 2
Whitby, ON
L1N 1C4

Adib Nadi, Counsel for the Member

B E T W E E N :

ONTARIO COLLEGE OF TEACHERS

- and -

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ONTARIO COLLEGE OF TEACHERS**

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