

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

BETWEEN:

**ONTARIO COLLEGE OF TEACHERS**

**and**

**SHOPAN KHANDAKER, 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 Shopan Khandaker, Certificate No. 612700, be referred to the Discipline Committee of the Ontario College of Teachers.

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

- (a) she abused a student or students, verbally, contrary to Ontario Regulation 437/97, subsection 1(7);
- (b) she abused a student or students psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7.2);
- (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).

**PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:**

1. Shopan Khandaker (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the York Region District School Board (the “Board”) as a teacher at [XXX] School (the “School”) in Whitchurch–Stouffville, Ontario.
3. In or about the 2022-2023 academic year, the Member made inappropriate, offensive, and/or hurtful comments to Student 1, a male student in Grade [XXX], including but not limited to:
  - (a) inviting Student 1 to answer the phone and indicating that the person on the phone (the Vice-Principal in this case) was probably looking for Student 1, or words to that effect; and/or
  - (b) “why are you wearing sunglasses, are you high?” or words to that effect.
4. In or about the 2022-2023 academic year, the Member made inappropriate, offensive, and/or hurtful comments to Student 2, a female student in Grade [XXX], including but not limited to:
  - (a) “stop asking questions,” “stop making that face,” and/or “stop asking me about your tests,” or words to that effect; and/or
  - (b) “you look like death,” or words to that effect.
5. In or about the 2022-2023 academic year, the Member told Student 3, a female student in Grade [XXX]: “I hold the power. I’m in control of your grade to make sure you pass,” or words to that effect.

6. In or about the 2022-2023 academic year, the Member told Student 4, a male student in Grade [XXX], who had a particular [XXX] that the student did not have that particular [XXX].
7. In or about the 2022-2023 academic year, the Member told a Grade [XXX] and/or Grade [XXX] class that it was “ok” to swear so long as it was in French.
8. In or about the 2022-2023 academic year, the Member made inappropriate, offensive, and/or hurtful comments to students in her Grade [XXX] class, often in a yelling and/or aggressive voice, including stating words to the effect of, “why are you in this class,” “what have you been doing all those days when I wasn’t here,” “you are all lazy,” and/or “everyone did horrible except for four students – at this rate you are all not getting the credit”.
9. In or about the 2022-2023 academic year, the Member told a student and/or students with an Individual Education Plan that they could not use their [XXX].

**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 Shopan Khandaker 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 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 Glick of Glick Feinberg Stone LLP, College Counsel in this matter, at 65 Front Street East, Suite 200, Toronto, ON M5E 1B5, telephone 416-596-2960.

Date: June 17, 2025

*Registrar's Signature*

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

TO: Shopan Khandaker  
[XXX][XXX]

AND TO: Ontario Secondary School Teachers' Federation  
49 Mobile Drive  
Toronto, ON M4A 1H5

Manprit Rai, Student-at-Law  
Heather Alden, Senior Legal Counsel  
Counsel for the Member

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**Glick Feinberg Stone LLP**  
65 Front Street East, Suite 200  
Toronto ON M5E 1B5

**Jordan Glick**  
Tel. 416-596-2960 ext. 100

**Sarah O'Neill**  
Tel. 416-596-2960 ext. 104

Counsel for the  
Ontario College of Teachers