

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

BETWEEN:

**ONTARIO COLLEGE OF TEACHERS**

**and**

**JOHN NEAL LANPHEAR, 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 John Neal Lanphear, Certificate No. 679009, be referred to the Discipline Committee of the Ontario College of Teachers.

**IT IS ALLEGED** that John Neal Lanphear is guilty of professional misconduct as defined in the *Act* in that:

- (a) 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);
- (b) he engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

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

1. John Neal Lanphear (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Greater Essex County District School Board (the “Board”) as a teacher at [XXX](the “School”) in Windsor, Ontario.
3. In or about September [XXX], Person 1 was 19-years-old. Person 1 was a former student of the School, having graduated from the School in or about June [XXX].
4. On or about September 2, [XXX], the Member initiated a conversation with Person 1 through SnapChat direct messenger. At the beginning of the conversation, Person 1 stated that she was a high school student and 17-years-old. Believing Person 1 to be a high school student and/or 17-years-old, the Member exchanged messages with Person 1 that were inappropriate and/or sexual in nature, including but not limited to:
  - (a) asking Person 1, “The age gap bother you?” after Person 1 stated she was 17-years-old and the Member stated he was 37-years-old;
  - (b) when Person 1 said she had not really thought about an age gap before, responding, “That’s fair. Tbh [to be honest], until recently, neither had I”;
  - (c) stating, “Yeah. I’m going through a divorce so I never really thought about anybody else. Now that I can, I’m opening up more and more to the idea of a big age gap. And I kind of like it”;
  - (d) after Person 1 stated that she was laying in bed, stating, “Right on. All alone?”;

- (e) sending Person 1 a photo of himself and asking Person 1, "Not your type?";
- (f) asking Person 1, "Can I see what you look like?";
- (g) after opening a photo sent by Person 1, stating, "Oh you're cute" and "Real cute";
- (h) asking Person 1, "Do you have to wear the plaid skirt uniform?" and, after Person 1 said yes, stating, "Oooo. Love it or hate it?";
- (i) asking Person 1, "Ever had a thing for a teacher?";
- (j) after Person 1 denied ever having a "thing for a teacher", stating, "Fair. Most students do at some point. The amount of people on here and Reddit I meet that have teacher fetishes and fantasies is insane" and "I'll say. It can be fun. lol";
- (k) when Person 1 asked, "How so?" in response to the Member's comment about it being fun, stating, "Like, the roleplay aspect of it."
- (l) when Person 1 asked, "Would it literally be teacher student stuff?", stating "Yes, but like, not with a student aged person, Lolol" and "Yeah. Like two adults (or close to adult aged) rleplaying [sic]";
- (m) asking Person 1 whether roleplaying was something she would want to get into and, after Person 1 indicated that she was not sure if she wanted to try it, stating, "I'm down to explore it if you do";
- (n) after Person 1 responded, "Maybe" to his question about roleplaying, stating, "I love the pensiveness. Like, you ready [sic] want to, you're just kinda [sic] scared. Really not ready";

- (o) stating, "lol. You're kinda [*sic*] cute. I like it.";
- (p) stating, "Admit it though, you'd totally want to stay after school for some one on one tutoring as much as you could.";
- (q) stating, "I bet you would. And you'd probably be willing to do anything to get a high mark.";
- (r) after Person 1 responded that she studies well and gets pretty good marks, stating, "You wouldn't NEED to suck up then. You'd do it because you wanted to.";
- (s) stating, "wyd tn? [what are you doing tonight?] Other than shamelessly flirting with me";
- (t) after Person 1 asked how she was flirting with him, stating, "You want to but are trying not to" and "But yeah, you're fighting the urge to";
- (u) sending Person 1 a second photo of himself; and/or
- (v) after Person 1 began taking screenshots of the conversation, stating, "How come?", "no screenshot", "Seriously???", "What the fuck?", and/or "Are you kidding me??? Can you please tell me what you're doing with the screenshots?".

**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 John Neal Lanphear 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 Stone 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: July 31, 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: John Neal Lanphear  
[XXX][XXX]

AND TO: Collins & Metcalfe  
305 – 1033 Bay Street  
Toronto, ON M5S 3A5

Austen Metcalfe, Counsel for the Member

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