

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

THOMAS WILLIAM SPARKS, 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 Thomas William Sparks, Certificate No. 500257, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Thomas William Sparks, is guilty of professional misconduct as defined in the *Act* in that:

- (a) he failed to comply with the *Education Act*, Revised Statutes of Ontario, 1990, chapter E.2, and specifically subsection 264(1)(d) thereof, or the Regulations made under that Act, contrary to Ontario Regulation 437/97, subsection 1(15);

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

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Thomas William Sparks, (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Ottawa-Carleton District School Board as a teacher at [XXX] School (the “School”) in Nepean, Ontario.
3. At all material times, Persons A, D, E and F were female educational assistants at the School. Persons B and C were female teachers at the School.
4. Between in or around September 2022 and in or around January 2024, the Member engaged in inappropriate communications of a personal and/or sexual nature, which he knew or should have known were unwelcome, with Persons A, B, C, D, E and F.
5. Between in or around September 2022 and in or around January 2024, the Member made inappropriate and/or sexualized comments to Person A, including, but not limited to:
 - (a) asking Person A how many times she had had sex with her partner, or words to that effect;
 - (b) sharing with Person A that his brother slept with girls who were 20 and then asking her, “Why do girls your age love rough sex, spitting, choking, etc?” or words to that effect;

- (c) on multiple occasions, telling Person A which staff members at the School the Member thought were “hot,” including Person B;
- (d) in or around November 2022:
 - i. trying to bet with Person C about whether Person A would come to work on her birthday and suggesting she would be absent due to “rough sex from her boyfriend,” or words to that effect; and
 - ii. when Person A was absent on her birthday, asking Person C if it was due to rough sex;
- (e) on one or more occasions:
 - i. speaking about how he likes women who are curvy; and
 - ii. mentioning how Selena Gomez had gained weight;
- (f) on one or more occasions, making jokes about pornography;
- (g) on one or more occasions, making sexual innuendos, including saying, “I know what else is hard,” in response to Person A stating, “Oh, that was hard”;
- (h) on multiple occasions:
 - i. telling Person A about a local massage parlor, which the Member claimed was a prostitution ring; and
 - ii. telling Person A to look up the massage parlor’s website, which contained images of scantily clad women;
- (i) telling Person A that his [XXX], who had recently turned 18, had an OnlyFans account;
- (j) telling Person A:
 - i. he had a vasectomy; and

- ii. the experience included that he “had to masturbate in a dark room with a magazine” and he “found that difficult,” or words to that effect;
 - (k) talking to Person A about the Member’s sex life with his wife, stating, “I’m lucky if it’s at least once per month,” or words to that effect;
 - (l) talking to Person A about the Member’s sexual experiences when he was in university;
 - (m) after talking with Person A about the mental health disorder training they had received at a professional development day and Person A stating she thought it was odd they had not discussed eating disorders more:
 - i. responding, “Yeah, what was the deal last year?” referring to Person A’s eating disorder;
 - ii. comparing Person A to a girl from his high school who was anorexic; and
 - (n) not speaking to Person A for a month and then taking Person A aside and stating, “Next time you speak to me, I’d like it to be a dialogue and not a monologue.”
6. Between in or around September 2023 and in or around January 2024, the Member made inappropriate and/or sexualized comments to Person D and Person E, including, but not limited to:
- (a) telling Person D multiple times that he “has a terrible sex life with his wife” and/or that his wife “doesn’t like to give him oral sex,” or words to that effect;
 - (b) asking Person D, “Why don’t young women, like you, like giving oral sex?,” or words to that effect; and

- (c) sharing with Person D and Person E details about his vasectomy, including describing how he had to go into a room and ejaculate into a jar with only one “magazine” available, or words to that effect;
7. Between in or around September 2022 and in or around January 2024, the Member made inappropriate and/or sexualized comments to Person C, including, but not limited to:
- (a) during bus duty, saying about a parent walking by, “She looks like a whore,” or words to that effect;
 - (b) on multiple occasions, making “boob jokes” or “butt jokes”;
 - (c) on multiple occasions:
 - i. telling Person C about a massage parlor beside a Thai restaurant;
 - ii. suggesting the massage parlor was a sex parlor; and
 - iii. suggesting that they should check it out;
 - (d) sharing with Person C the story of losing his virginity; and
 - (e) telling Person C that he watches pornography.
8. Between in or around September 2022 to in or around January 2024, the Member told staff at the School that he did not want to work with Person F.

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 Thomas William Sparks, 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 Zirka Jakibchuk of the

Ontario College of Teachers, at 101 Bloor Street West, Toronto, ON M5S 0A1, telephone 437-880-3238.

Date: August 28, 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: Thomas William Sparks,
[XXX][XXX]
AND TO: Collins & Metcalfe LLP
1033 Bay Street, Unit 305
Toronto, ON M5S 3A5

Kirsty Niglas-Collins, Counsel for the Member

B E T W E E N :

ONTARIO COLLEGE OF TEACHERS

- and -

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Ontario College of Teachers

101 Bloor Street

Toronto ON M5S 0A1

Zirka Jakibchuk

Tel. 437-880-3238

zjakibchuk@oct.ca

Counsel for the

Ontario College of Teachers