

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

DONALD JAMES CARROLL

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 Donald James Carroll, Certificate No. 262667, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Donald James Carroll is guilty of professional misconduct as defined in the *Act* in that:

- (a) he abused a student or students physically, sexually, verbally, psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7) [pre-May 2008 amendments];
- (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. At all material times, Donald James Carroll (the “Member”) was a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Waterloo District School Board as a teacher at [XXX] Secondary School (the “School”) in, Ontario.
3. In or about the 2003-2006 academic years, Student 1 was a female student at the School in Grades [XXX] and was in the Member’s [XXX] classes.
4. In or about the 2003-2006 academic years, the Member pursued an inappropriate personal relationship with Student 1, including but not limited to:
 - (a) inviting Student 1 to theatre events that were not part of the School’s [XXX] program, which most other students were not invited to;
 - (b) encouraging Student 1 to become involved in the School’s [XXX] program, while not encouraging other students to do so, which resulted in Student 1 having to spend time at the School with the Member on evenings and weekends to prepare for [XXX] events;
 - (c) asking Student 1 to call the Member by his first name when they were not in [XXX] class;
 - (d) communicating with Student 1 in person and via email and/or social messaging platforms on a regular basis about personal topics, including after school hours and on weekends;

- (e) asking Student 1 to hug the Member and/or massage his back and shoulders;
 - (f) hugging Student 1, holding her hand, and/or having her massage his back and shoulders;
 - (g) asking Student 1 to meet with the Member during her free time in class and before and/or after school; and
 - (h) preventing Student 1 from spending time with her friends.
5. In or about the summer of 2004, the Member asked Student 1 to attend the School with him to spend alone time together. The Member instructed Student 1 to tell Student's 1 mother she needed to be dropped off at the School to participate in a summertime [XXX] event, which was not true.
6. In or about the summer of 2004, while the Member was alone with Student 1 at the School, he used behavioral therapy and/or hypnosis techniques on her which he said could help Student 1 quit smoking. During these behavioural therapy and/or hypnosis sessions, the Member encouraged Student 1 to engage in guided conduct, including but not limited to:
- (a) repeating that she was not in control;
 - (b) repeating that she was a robot who did not think think or feel;
 - (c) repeating that she could not make her own decisions; and
 - (d) having Student 1 hold her hand over a candle flame and not pull it away to prove that she had disassociated from herself and her body.

7. In or about 2006, when Student 1 was in Grade [XXX], the Member took Student 1 to a room attached to the [XXX] at the School, where he asked her to [XXX] in which she was a sex worker and he was a patron in the bar.

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 Donald James Carroll 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 Lisa Feinberg 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: September 23, 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: Donald James Carroll
[XXX][XXX]
AND TO: Collins & Metcalfe LLP
1033 Bay Street, Unit 305
Toronto, ON M5S 3A5

Kirsty Niglas-Collins, Counsel for the Member

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