

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

SHARLA ANNE LEMELIN, 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 Sharla Anne Lemelin, Certificate No. 487443, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Sharla Anne Lemelin 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. Sharla Anne Lemelin (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Upper Grand District School Board (the “Board”) as a teacher at [XXX] (the “School”) in Guelph, Ontario.
3. In or about September 2023, the Member made comments to students in her Grade [XXX] [XXX] class that were inappropriate, offensive, and/or not related to curriculum, including:
 - (a) when a Black student left the classroom, stating, “My kids hate it when I say Black person as they want me to say brown person” and/or “I don’t know what to say. Do I call them African American or is that wrong”, or words to that effect;
 - (b) telling students that her neighbour and/or relative was racist, or words to that effect;
 - (c) saying, “Pronouns stress me out. I am all for trans rights, but pronouns are hard for me and the other students”, or words to that effect;
 - (d) talking about her ex-husband, their divorce proceedings, and/or custody matters; and/or
 - (e) stating “abortion clinics are using tax funds to pay for security”, or words to that effect.
4. In or about April 2024, the Member made comments to students in her Grade [XXX] [XXX] class that were inappropriate, offensive, and/or not related to curriculum, including:

- (a) stating that students could not take her photograph because her photograph could be used by students to create revenge porn, or words to that effect;
 - (b) discussing how child pornography could be accessed on the dark web, or words to that effect;
 - (c) stating that children are shipped from Uganda to America to be used as sex slaves, or words to that effect; and/or
 - (d) saying curse words and/or slurs while discussing song lyrics, including “bitch”, “fuck”, “whore”, the “N word” [in full], and the “F slur” [in full].
5. Between in or about September 2023 and in or about April 2024, the Member made comments to students in her Grade [XXX] [XXX], [XXX], and [XXX] class that were inappropriate, offensive, and/or not related to curriculum, including:
- (a) talking about her ex-husband, their divorce proceedings, and/or custody matters;
 - (b) telling students, “you need to pick them right”, or words to that effect, in reference to choosing a spouse; and/or
 - (c) bringing up the topic of abortion and telling students that:
 - (i) she had an abortion;
 - (ii) “they incinerate babies after an abortion”, or words to that effect;
 - (iii) her [XXX] has dreams and/or visions of piles of dead babies covered in blood, or words to that effect; and/or
 - (iv) there are bins or piles of dead babies, or words to that effect.

6. In or about May 2024, the Member used the “N word” [in full], during a meeting with the Board while answering questions about whether she had used the “N word” in class.

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 Sharla Anne Lemelin 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 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: December 12, 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: Sharla Anne Lemelin
[XXX][XXX]

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Glick Feinberg Stone LLP
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Jordan Stone
Tel. 416-596-2960 ext 102

Counsel for the
Ontario College of Teachers