

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

DANIEL FREDERICK HAYES, 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 Daniel Frederick Hayes, Certificate No. 530338, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Daniel Frederick Hayes is guilty of professional misconduct as defined in the *Act* in that:

- (a) he abused a student or students sexually, contrary to Ontario Regulation 437/97, subsection 1(7.3) and/or engaged in sexual abuse of a student or students as defined in section 1 of the *Act*;
- (b) he engaged in sexual misconduct as defined in section 1 of the *Act*;
- (c) 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);

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

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Daniel Frederick Hayes (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Peel District School Board as a teacher at [XXX] School (the “School”) in Mississauga, Ontario.
3. In or about the 2018-2019 academic year, Student 1 was a student in the Member’s [XXX] class for students with [XXX] at the School.
4. In or about June 20[XXX], Student 1 graduated from the School.
5. From in or about September 2019 to in or about November 2019, the Member pursued a personal relationship with Student 1 that crossed appropriate teacher-student boundaries. Student 1 was under 18 years old during this time period.
6. From in or about September 2019 to in or about November 2019, the Member sent messages to Student 1 that were sexual and/or inappropriate in nature, including but not limited to:
 - (a) asking Student 1 what she would do to “benefit” or “pleasure” the Member in exchange for helping her with her post-secondary school work;
 - (b) telling Student 1 about his sexual life with his wife and others;
 - (c) discussing his sexual preferences and/or desires with Student 1;
 - (d) discussing sexual content that he had viewed with Student 1;

- (e) telling Student 1 that he had a sexual dream about her and describing that dream; and/or
 - (f) inviting Student 1 to “hook up” with him at his residence.
7. Between in or about September 2019 and in or about November 2019, the Member had a video call with Student 1, during which the Member masturbated in front of Student 1 and/or asked to see Student 1’s breasts.
8. Between in or about September 2019 and in or about November 2019, Student 1 visited the Member’s classroom at the School when there were no students present in the classroom. During that visit, the Member:
- (a) disclosed to Student 1 confidential information from her student file;
 - (b) asked Student 1 if she had nude photographs of herself on her phone that she could show him; and/or
 - (c) asked Student 1 to engage in sexual activity with him in the classroom.
9. On or about June 20, 2022, the Member was criminally charged with sexual exploitation of Student 1.
10. On or about February 3, 2023, the Member entered into a Common Law Peace Bond in relation to the criminal charges, after which the charges were withdrawn by the Crown.

THE DISCIPLINE COMMITTEE WILL HOLD A HEARING pursuant to sections 30, 30.2, 32 and 32.1 of the *Act* to decide whether the allegations are true and whether Daniel Frederick Hayes 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 sections 30 and 30.2 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: December 11, 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: Daniel Frederick Hayes
[XXX][XXX]
AND TO: Ursel Phillips Fellows Hopkinson LLP
1200-555 Richmond Street West
Toronto, ON M5V 3B1

Parmbir Gill, Counsel for the Member

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Glick Feinberg Stone LLP
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Lisa Feinberg
Tel. 416-596-2960 ext 101

Counsel for the
Ontario College of Teachers