

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

BETWEEN:

**ONTARIO COLLEGE OF TEACHERS**

**and**

**LAWRENCE JAMES W. FRITZ**

**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 Lawrence James W. Fritz, Certificate No. 143853, be referred to the Discipline Committee of the Ontario College of Teachers.

**IT IS ALLEGED** that Lawrence James W. Fritz is guilty of professional misconduct as defined in the *Act* in that:

- (a) he failed to strive at all times to achieve and maintain the highest degree of professional competence and to uphold the honour, dignity, and ethical standards of the teaching profession, contrary to section 13 of Ontario Regulation 63/55, made under the *Teaching Profession Act*, R.S.O. 1970, c. 456, the *Teaching Profession Act*, R.S.O. 1980, c. 495, and the *Teaching*

*Profession Act*, 1990, c.T.2, and any amendments thereto (the “*TPA Regulation*”);

- (b) he failed to show consistent justice and consideration in all his relations with pupils, contrary to section 14(d) of the *TPA Regulation*;
- (c) he failed to concern himself with the welfare of his pupils while they were under his care, contrary to section 14(f) of the *TPA Regulation*;
- (d) he contravened a law, the contravention of which has caused or may cause a student who is under the member’s professional supervision to be put at or to remain at risk, contrary to Ontario Regulation 437/97, subsection 1(17);
- (e) 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).

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

1. Lawrence James W. Fritz (the “Member”) is a member of the Ontario College of Teachers (the “College”).
2. The Member obtained an Ontario Teacher’s Certificate on June 30, 1975, and a Certificate of Qualification and Registration from the College on May 20, 1997. On June 25, 2021, the Member’s membership status with the College was changed to “Inactive/Non-Practising.”
3. At all material times, the Member was employed by the York Region District School Board (the “Board”) as an elementary school teacher at [XXX] School (“School 1”) in [XXX], Ontario, and [XXX] School (“School 2”) in Thornhill, Ontario, and as a teacher-librarian at [XXX] School (“School 3”) in Richmond Hill, Ontario.

### Student 1

4. In September 1977, Student 1 was a female Grade [XXX] student at School 1, who was approximately [XXX] years old. The Member was Student 1's teacher.
5. On a weekly basis during the 1977-1978 school year (or sometimes more often), the Member called Student 1 to the Member's desk at the back of the classroom, with her workbook. The Member instructed Student 1 to stand beside him and look at her workbook, while the Member put his arm around Student 1's waist and his hand and fingers up her skirt, touching her buttocks inside her underwear. When Student 1 tried to move away, the Member told her he wasn't finished and continued to touch Student 1, under the guise of reviewing her work.

### Student 2

6. In September 1979, Student 2 was a female Grade [XXX] student at School 1, who was approximately [XXX] years old. The Member was Student 2's teacher.
7. On several occasions throughout the 1979-1980 school year, the Member called Student 2 back to his desk to review Student 2's work. Student 2 stood to the Member's side while the Member used his hand to touch Student 2's back under her shirt. The Member also touched Student 2's buttocks over her clothing.

### Student 3

8. Between September 1977 and September 1978, Student 3 was a female Grade [XXX] and [XXX] student at School 1, who was approximately [XXX] years old. The Member was Student 3's teacher in both Grades [XXX] and [XXX].
9. Several times throughout the 1977-1978 and 1978-1979 school years, the Member called Student 3 back to the Member's desk. The Member rubbed Student 3's back

under her shirt, while Student 3 stood at his desk. The Member also touched Student 3's buttocks over her clothing.

10. On one occasion, when Student 3 was in Grade [XXX], the Member instructed Student 3 to stay behind after school. The Member and another student tied up Student 3's hands and feet with a skipping rope. Student 3 yelled "fuck" several times, after which she was untied by the Member and another student. The Member told Student 3 not to tell Student 3 's mother [about the skipping rope incident] or the Member would tell Student 3 's mother that Student 3 had sworn.

#### Student 4

11. In September 1992, Student 4 was a male Grade [XXX] student at School 3. The Member was the librarian at School 3 at that time.
12. One day in the colder months of the 1992-1993 school year, Student 4 and a friend sought warm shelter in a washroom that connected to the school yard, during recess. The Member became angry when he found the students in the washroom. The Member grabbed Student 4's chest area with two hands and shoved Student 4 backwards into the wall or the washroom stalls, causing Student 4 to have the wind knocked out of him.

#### Student 5

13. Between September 1981 and June 1983, Student 5 was a female Grade [XXX] and [XXX] student in the special education program at School 2, who was approximately [XXX] years old. The Member was Student 5's teacher in either Grade [XXX] or [XXX].
14. On a routine basis throughout the year when the Member was Student 5's teacher, the Member would come from behind Student 5 while she was sitting at her desk, lean down over her, and put his face close to hers to see what Student 5 was

working on or if she needed help. Sometimes, the Member would guide his arm across Student 5's chest, place his hand or wrist in between Student 5's legs, and rest or touch his hand or wrist up against Student 5's vagina, over her clothing. When this was happening, Student 5 would try and move back in her chair, but she was too afraid to say anything.

### Criminal Proceedings

15. Between on or about January 27, 2022 and on or about March 30, 2022, the Member was charged with numerous criminal offences relating to his conduct toward Student 1, Student 2, Student 3, Student 4 and Student 5.
16. On or about January 17, 2023, the Crown issued a Replacement Indictment (merging the previous Informations) containing the following criminal charges against the Member:
  1. Between September 1, 1977, and June 30, 1978, committed an act of gross indecency on female student [Student 1], contrary to section 157 of the *Criminal Code* (Canada), R.S.C. 1970, c. C-34 (the "*Code* (1970)");
  2. Between September 1, 1977, and June 30, 1978, committed an indecent assault on female student [Student 1], contrary to section 149 of the *Code* (1970);
  3. Between September 1, 1979, and June 30, 1980, committed an act of gross indecency on female student [Student 2], contrary to section 157 of the *Code* (1970);
  4. Between September 1, 1979, and June 30, 1980, committed an indecent assault on female student [Student 2], contrary to section 149 of the *Code* (1970);
  5. Between September 1, 1977, and June 30, 1979, committed an act of gross indecency on female student [Student 3], contrary to section 157 of the *Code* (1970);

6. Between September 1, 1977, and June 30, 1979, committed an indecent assault on female student [Student 3], contrary to section 149 of the *Code* (1970);
7. Between September 1, 1977, and June 30, 1978, did unlawfully confine, female student [Student 3], contrary to section 247(2) of the *Code* (1970);
8. Between September 1, 1992, and June 30, 1993, committed an assault on male student [Student 4], contrary to section 266 of the *Criminal Code* (Canada), R.S.C. 1985, c. C-46 (the "*Code* (1985)");
9. Between September 1, 1979, and June 30, 1980, committed an act of gross indecency on female student [Student 6], contrary to section 157 of the *Code* (1970);
10. Between September 1, 1979, and June 30, 1980, committed an indecent assault on female student [Student 6] contrary to section 149 of the *Code* (1970);
11. Between September 1, 1981, and June 30, 1983, committed an act of gross indecency on female student [Student 5], contrary to section 157 of the *Code* (1970) [charge amended on January 24, 2024]; and
12. Between September 1, 1981, and June 30, 1983, committed an indecent assault on female student [Student 5], contrary to section 149 of the *Code* (1970) [charge amended on January 24, 2024].
  
17. On January 26, 2024, before the Honourable Justice C. Boswell of the Ontario Superior Court of Justice in Barrie, Ontario, the Member pled guilty to and was convicted of Counts 2, 4, 6, 8 and 12 above. The remaining charges were withdrawn by the Crown.
  
18. On June 10, 2024, the Member was sentenced to a conditional sentence of two years less a day (broken down as two years less a day on each of Counts 2, 4, 6 and 12, and three months on Count 8, all to be served concurrently), followed by three years' probation, by the Honourable Justice C. Boswell of the Ontario

Superior Court of Justice in Newmarket, Ontario. The Member was also made subject to a number of ancillary orders.

19. The Member did not appeal the convictions or sentence and the appeal period has expired.

**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 Lawrence James W. Fritz 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: January 29, 2026

*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: Lawrence James W. Fritz  
[XXX][XXX]

**B E T W E E N :**

**ONTARIO COLLEGE OF TEACHERS**

- and -

**LAWRENCE JAMES W. FRITZ**

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

**NOTICE OF HEARING**

**Ontario College of Teachers**

101 Bloor Street

Toronto ON M5S 0A1

**Zirka N. Jakibchuk**

Tel. 437-880-3238

[zjakibchuk@oct.ca](mailto:zjakibchuk@oct.ca)

Counsel for the

Ontario College of Teachers