

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

DENNIS MAURO BUONAFEDE

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 Dennis Mauro Buonafede, Certificate No. 447269, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Dennis Mauro Buonafede is guilty of professional misconduct as defined in the *Act* in that:

- (a) he failed to maintain the standards of the profession, contrary to Ontario Regulation 437/97, subsection 1(5);
- (b) he abused a student or students, verbally, contrary to Ontario Regulation 437-97, subsection 1(7);

- (c) he abused a student or students psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7.2);
- (d) he failed to comply with the *Act* or the regulations or the by-laws, specifically section 32 of the by-laws, contrary to Ontario Regulation 437/97, subsection 1(14);
- (e) he failed to comply with the *Education Act*, Revised Statutes of Ontario, 1990, chapter E.2, and specifically subsection 264(1) thereof or the Regulations made under that Act, contrary to Ontario Regulation 437/97, subsection 1(15);
- (f) 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);
- (g) he engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Dennis Mauro Buonafede (the “Member”) is a member of the Ontario College of Teachers in the Inactive/Non-Practising status.
2. At all material times, the Member was employed by the Dufferin-Peel Catholic District School Board (the “Board”) as a teacher at [XXX]School (the “School”) in Brampton, Ontario.
3. During the 2020-2021 academic year, the Member taught Grade [XXX] [XXX]at the School.
4. Between September 2020 and December 2020, the Member made inappropriate comments to his Grade [XXX] [XXX] class in that he:
 - (a) stated that Black Lives Matter was a proven Marxist organization and/or that he did not support Black Lives Matter;

- (b) stated that systemic racism does not exist;
 - (c) stated when speaking about George Floyd's murder in class, "once you disrespect police, you forfeit your right to live," and/or there was no need for protests;
 - (d) during a conversation about issues in the Black community, made eye contact with the Black students in the class and made comments to the effect that:
 - (i) the issue within the Black community was that they do not have strong family values;
 - (ii) that the lack of strong family values was the reason why there was so much violence and/or gang activity in the Black community;
 - (iii) that the woman who started Planned Parenthood called Black people "human weed";
 - (iv) "we Italians stay married...we have strong family values. This is what you need to look for in a spouse";
 - (e) referred to members of the Black community as "the Blacks" in class;
 - (f) commented that when he lived in British Columbia, he went to school with the "Chings, Changs, and Chongs";
 - (g) told the class that you cannot do [XXX]without being offensive.
5. Between September 2020 and December 2020, the Member made inappropriate comments to his Grade [XXX] [XXX] class in that he said words to the effect of:

- (a) “Females/Women have an expiry date”;
 - (b) “Women cannot get an education, then travel and work like a man, and then expect to arrive in their 30s to have children. At that point, men will look for a 20-year-old”;
 - (c) “Men will not look at a woman over 35 since they can no longer have children – they will look to someone in their 20s. Women should, therefore, consider delaying their education in order to have babies”;
 - (d) that he convinced a past student not to get an abortion after she told him she was pregnant;
 - (e) that a women’s place is in the home;
 - (f) that women who go on to do their postsecondary education have fewer options to date and marry.
6. Between September 2020 and December 2020, the Member made inappropriate comments to his Grade [XXX] [XXX]class in that he said words to the effect of that:
- (a) he did not support the LGBTQ community;
 - (b) the “gay lifestyle” was not what humans were intended for;
 - (c) the best course of action for homosexuals was to engage in heterosexual relationships;
 - (d) individuals can rationalize their way out of feelings for the same sex;
 - (e) he had many gay friends who rejected the “gay lifestyle”, married the opposite sex partners and now they were very happy;

- (f) he still hung out with a past student who was transgender and he did not agree with the student's "lifestyle choice" of being transgender.
7. Between September 2020 and December 2020, during his Grade [XXX] [XXX]class, the Member:
- (a) stated that the coronavirus was fake;
 - (b) took his mask off in class with the excuse that he was having coffee.
8. Between September 2020 and December 2020, the Member made inappropriate comments to his Grade [XXX] [XXX]class in that during discussions about the United States presidential election and/or United States politics he:
- (a) showed the class a video to demonstrate why President Trump was a great president;
 - (b) asked students to pray that President Trump wins the presidential election;
 - (c) told the class that he subscribes to the beliefs of QAnon and/or that he is intrigued by QAnon;
 - (d) stated that President Joe Biden's son had child pornography on his computer;
 - (e) stated that the best place to have a debate about politics was at a pub over a beer because that was where good discussions were had;
 - (f) told the class that he did not believe in American-imposed curfews and/or asked students if they wanted to be controlled.

9. The Member was given a three-day unpaid suspension by the Board served from February 23 to 25, 2021.
10. The Member retired from the Board on June 30, 2022.

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 Dennis Mauro Buonafede 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 Caroline Zayid of McCarthy Tétrault LLP, College Counsel in this matter, at Suite 5300, Toronto Dominion Bank Tower, Toronto, ON M5K 1E6, telephone 416-601-7768.

Date: October 31, 2023

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: Dennis Mauro Buonafede
[XXX][XXX]

AND TO: Ontario English Catholic Teachers' Association
65 St. Clair Avenue East, Suite 400
Toronto, ON M4T 2Y8

Jerry Raso, Counsel for the Member

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