

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

JUSTIN PATRICK CLAUDE LEROUX, 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 Justin Patrick Claude Leroux, Certificate No.566927, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Justin Patrick Claude Leroux is guilty of professional misconduct as defined in the *Act* in that:

- (a) he abused a student or students, verbally, contrary to Ontario Regulation 437/97, subsection 1(7);
- (b) he abused a student or students psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7.2);

- (c) 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*;
- (d) he engaged in sexual misconduct as defined in section 1 of the *Act*;
- (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);
- (f) 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, Justin Patrick Claude Leroux (the “Member”) was a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Hamilton-Wentworth Catholic District School Board as a teacher in the [XXX] department at [XXX] School in Hamilton, Ontario (the “School”).
3. In the 2018/2019 academic year, Student 1 and Student 2 were Grade [XXX] students at the School in the Member’s [XXX] class. In the 2019/2020 academic year, Student 1 and Student 2 were Grade [XXX] students at the School in the Member’s [XXX] class.
4. In or about the 2018/2019 and/or 2019/2020 academic years, the Member made comments and/or engaged in behaviour towards students that was sexual in nature and/or that he knew or ought to have known was inappropriate, offensive, and/or unwelcome, including but not limited to:
 - (a) asking female students in his class to line up in order of their breast size;
 - (b) commenting on the size of female students’ breasts;

- (c) asking male students if they were a “boob or butt guy,” or words to that effect;
 - (d) telling students that he was more of a butt guy, or words to that effect, and then pointing at Student 1 and saying, “you’ve got a nice one,” or words to that effect;
 - (e) calling out the names of female students in the order he believed that they would lose their virginity;
 - (f) telling Student 2 that she would lose her virginity and telling another student that she would never lose her virginity because she would never have a boyfriend, or words to that effect;
 - (g) asking Student 2 if she was late for class because she was up all night with her boyfriend, or words to that effect;
 - (h) telling Student 2 that she was going to get pregnant as a teenager and drop out of school, or words to that effect; and/or
 - (i) directing the attention of a group of students to Student 2 and telling the students to look at Student 2’s hickey.
5. In or about the 2018/2019 and/or 2019/2020 academic years, the Member made comments and/or engaged in behaviour towards students at the School that he knew or ought to have known was inappropriate, offensive, and/or unwelcome, including but not limited to:
- (a) saying the “n” word in his class;
 - (b) pointing at a student and asking her to say the “n” word;

- (c) mimicking Asian accents and/or saying “ching chong,” or words to that effect;
 - (d) saying that non-binary people were “not right,” or words to that effect;
 - (e) pretending to whip a Black student and telling the student to pick cotton, or words to that effect.
6. During a Grade [XXX] [XXX] class in the 2019/2020 academic year, while Student 1 was performing yoga poses as part of an [XXX] exercise, the Member pretended to be a character called “Big Bill.” The Member moaned, commented on Student 1’s body, pointed at his genital area, and/or said, “oh yeah,” or words to that effect. When Student 1 went into a downward dog position, the Member approached Student 1 from behind, grabbed her waist/hips, and/or thrusted his groin towards Student 1’s buttocks.
 7. In or about the 2019/2020 academic year, during a [XXX], the Member stated that he was going to show Student 2 how to flirt, or words to that effect, and began playing the role of Student 2’s boyfriend. The Member grabbed Student 2’s hand, rubbed her arm, put his hand on her waist, and/or pulled in Student 2 close to him with his arm around her waist.
 8. In or about the 2017/2018 academic year, the Member told one or more students at the School that a student who had graduated the previous year had alleged that she had been sexually assaulted by a former classmate at the School, but that she was making it up, or words to that effect.
 9. In or about the 2021/2022 academic year, the Member stored props in his classroom, including replica guns, knives, and whips and/or real liquor bottles, despite having been previously warned against using replica guns as props by School administration.

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 Justin Patrick Claude Leroux 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 Jordan Glick of Glick Law, College Counsel in this matter, at Suite 100, 116 Simcoe Street, Toronto, ON M5H 4E2, telephone 416-596-2960 ext. 235.

Date: May 8, 2024

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: Justin Patrick Claude Leroux
[XXX]

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

Darcel Bullen, Counsel for the Member

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