

LEGAL

1. What to do when assaulted

<http://www.osstf.on.ca/Default.aspx?DN=6ae52423-98be-4400-94aa-465de7323328>

2. **If you are accused of Professional Misconduct:**

a) School:

If you receive a phone call from a school administrator, ask what the nature of his/her call is, listen to what the administrator has to say and respond by saying “Thank you. I’ll get back to you.”, but make **NO** statement. Then call the HOT president (905) 332-1228 or OSSTF Provincial (800) 267-7867.

b) Children’s Aid Society: <http://osstfd20.ca/pdfs/CAS.pdf>

c) Police:

If the Police contact you regarding an allegation against you, call the HOT president (905) 332-1228 or OSSTF Provincial (800) 267-7867.

DO NOT participate in an interview. You say, “I am willing to co-operate, but I am unable to comment until I contact the Federation.”

- DON’T answer any questions or make any comments until you have had an opportunity to speak to legal counsel through OSSTF.
- DON’T offer information without the benefit of legal counsel, there is no such thing as “OFF THE RECORD”, avoid self incrimination.
- DO NOT submit any written documentation/statement without speaking to legal counsel.

d) Ontario College of Teachers:

If you are contacted regarding an investigation of a complaint against you:

- Listen to the information provided
- Make no response
- Call the OSSTF Provincial Office at (800) 267-7867
- Do not discuss the issue with anyone until advised.

OSSTF provides legal assistance to members!

**If you are accused of Professional
Misconduct, before you respond, call the
OSSTF Provincial Office at (800) 267-7867)**

and then the local HOT president

(905) 332-1228

3. **Here are only some examples of allegations that have been investigated over the past few years:**

- push a student against a wall
- grab a piece of paper out of a student's hand
- slap a student in the face
- inappropriate teacher created hand out on sexuality (Fully Alive)
- teacher makes physical contact with student
- inappropriate small talk, including personal views, during instructional time
- use of inappropriate language such as "stupid"
- use of cell phone during instructional time
- put student outside of class/portable unsupervised for a time out
- arrive late for assignment
- not supervising students at all times
- send students to computer lab or library unsupervised
- dismiss students before end of day bell
- grab a student by the waist to move them out of the way