

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

BETWEEN:

**ONTARIO COLLEGE OF TEACHERS**

**and**

**LORETTO IFEOMA OKAFOR, 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 Loretto Ifeoma Okafor, Certificate No. 461729, be referred to the Discipline Committee of the Ontario College of Teachers.

**IT IS ALLEGED** that Loretto Ifeoma Okafor is guilty of professional misconduct and as defined in the *Act* in that:

- (a) she failed to maintain the standards of the profession, contrary to Ontario Regulation 437/97, subsection 1(5);
- (b) she abused a student or students verbally, contrary to Ontario Regulation 437/97, subsection 1(7);
- (c) she abused a student or students psychologically or emotionally, contrary to Ontario Regulation 437/97, subsection 1(7.2);
- (d) she failed to comply with the *Act* or the regulations or the by-laws, contrary to Ontario Regulation 437/97, subsection 1(14);

- (e) she 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) she committed an act or 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); and
- (g) she engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

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

1. Loretto Ifeoma Okafor (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Toronto District School Board as a teacher at [XXX] School (the “School”) in Toronto, Ontario.
3. At all material times, Person A was a male [XXX] and Person D was a female [XXX] at the School.
4. At all material times, Person B and Person C were female [XXX] at the School.
5. At all material times, the Student was a female [XXX] student in the Member’s class.
6. On or about March 5, 2014, the Member:
  - (a) pointed her finger at Person A;
  - (b) yelled at Person A;

- (c) told Person A, “You think you can do whatever you want but you can’t”;
  - (d) told Person A, “Don’t even talk to me”;
  - (e) told Person A, “You have to be in my class”;
  - (f) told Person A, “Who are these people telling you to go; I don’t care who’s telling you to go. You need to be here in my class”.
7. On or about June 23, 2014, the Member:
- (a) yelled at Person B;
  - (b) used an aggressive tone during an interaction with Person B;
  - (c) made negative and/or disparaging statements to Person B about students in her class;
  - (d) told Person B, “Look what I have to deal with. This is not a [XXX] classroom. Look at who I am teaching”;
  - (e) told Person B, “Look at this girl, I don’t know her name, she does not even know how to[XXX]. What am I supposed to do with her”.
8. On or about December 11, 2016, the Member:
- (a) used a disrespectful and/or unprofessional tone in her interaction with Person C;
  - (b) exhibited an aggressive demeanour towards Person C;
  - (c) spoke at a volume which was excessively loud to Person C;
  - (d) raised her arm with fingers extended and/or pointed in Person C’s direction.

9. Between September 2016 and October 2016, the Member told the Student words to the effect that, “If you don’t stop biting your arm, I’ll cut it off and make soup with it”.
10. On or about September 30, 2016, the Member yelled at and/or used an excessively loud voice with the Student in the presence of other staff, students and/or visitors at the [XXX].
11. In October 2016, the Member:
  - (a) yelled at and/or used an excessively loud voice to express her displeasure with Person D’s performance in the presence of other staff and/or students;
  - (b) commented on the care provided by Person D to a student and/or students in an inappropriate manner.

**THE DISCIPLINE COMMITTEE WILL HOLD A HEARING** pursuant to sections 30, 32, and 32.1 of the *Ontario College of Teachers Act, 1996*, to decide whether the allegations are true and whether Loretto Ifeoma Okafor is guilty of professional misconduct. A copy of the *Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee* will be provided upon request and are 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 Hearings Office.

**IF A DATE FOR THE HEARING OF THIS MATTER IS NOT AGREED UPON, THE DISCIPLINE COMMITTEE WILL CONVENE TO SET A DATE FOR THE HEARING. YOU ARE ENTITLED TO BE PRESENT WHEN THE COMMITTEE CONVENES TO SET A DATE FOR THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL. IF YOU DO NOT ATTEND BEFORE THE COMMITTEE TO SET A HEARING DATE, THE DISCIPLINE COMMITTEE MAY PROCEED IN YOUR ABSENCE TO SET A HEARING DATE. NOTICE OF THE HEARING DATE SET BY THE COMMITTEE WILL BE PROVIDED TO YOU IN WRITING AT YOUR LAST KNOWN ADDRESS AS SHOWN IN THE RECORDS OF THE COLLEGE.**

**YOU ARE ENTITLED TO BE PRESENT AT THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL.** The hearing will take place on the 12th floor of the offices of the Ontario College of Teachers at 101 Bloor Street West, Toronto, Ontario.

**IF YOU DO NOT ATTEND ON THE SCHEDULED HEARING DATE, THE DISCIPLINE COMMITTEE MAY PROCEED IN YOUR ABSENCE AND YOU WILL NOT BE PROVIDED WITH ANY FURTHER NOTICE OF PROCEEDINGS.**

**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, solicitor for the College in this matter, at Suite 5300, Toronto

Dominion Bank Tower, Toronto, ON M5K 1E6, telephone 416 601-7768.

Date: 18 October 2018

---

**Michael Salvatori, OCT**  
Chief Executive Officer and Registrar  
Ontario College of Teachers  
12<sup>th</sup> Floor, 101 Bloor Street West  
Toronto, ON M5S 0A1

TO: Loretto Ifeoma Okafor  
[XXX]  
[XXX]

AND TO: KNC Law  
85 Curlew Drive – Suite 102  
Toronto, ON M3A 2P8

Kirsty Niglas-Collins, Solicitor for the  
Member

B E T W E E N :

ONTARIO COLLEGE OF TEACHERS      - and -      LORETTO IFEOMA OKAFOR, OCT

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

**NOTICE OF HEARING**

**McCarthy Tétrault LLP**  
Suite 5300  
Toronto Dominion Bank Tower  
Toronto, ON M5K 1E6

**Caroline R. Zayid**  
Tel. 416 601-7768  
Fax 416 868-0673

**Christine L. Lonsdale**  
Tel. 416 601-8019  
Fax 416 868-0673

Solicitors for the  
Ontario College of Teachers

DOCS 18051970