

**DECISION OF THE INVESTIGATION COMMITTEE
OF THE ONTARIO COLLEGE OF TEACHERS
IN THE MATTER OF**

**A COMPLAINT SUBMITTED BY THE REGISTRAR
REGARDING JOHN CRAIG WILLIAMS**

PANEL: Patrick Daly, Iain Munro, Elizabeth Papadopoulos

On February 4, 2003, the Bluewater District School Board (the "Board") notified the College, in accordance with sections 43.3 of the *Ontario College of Teachers Act, 1996* that a teacher, John Williams, had been charged with sexual exploitation involving a student under the age of 18.

John Williams is a member in good standing of the Ontario College of Teachers, (the "College").

A copy of the Information sworn by the Ontario Provincial Police on February 4, 2003, which was obtained from the Ontario Court of Justice - Criminal Division, in Walkerton, Ontario - showed that John Williams had been charged with sexual exploitation of [XXX] pursuant to section 153(a) of the *Criminal Code of Canada*.

On August 5, 2003, the member pleaded guilty to the charge and on October 16, 2003 he was sentenced to a Conditional Sentence of one year, placing him under house arrest with conditions.

On June 3, 2003, the complaint against the member was assessed as suitable for the College's Dispute Resolution Program. On July 11, 2003, the parties indicated that they were amenable to participating in dispute resolution.

In February 2004, the parties signed a Memorandum of Agreement (the "MOA") which, in their opinion, resolved the issues raised by the complaint.

Allegations

The Registrar alleges that John Williams, [XXX] teacher at [XXX] School, of the Bluewater District School Board acted inappropriately and unprofessionally when he:

1. In respect of [XXX], who was [XXX] student, then [XXX] student from September 1995 through to January 1996, and thereafter a student at the school until 1998:
 - a) in December 1995, asked her to discuss with him her prior sexual experience;

- b) in January 1996, when she was [XXX] years old, declared his love for her and asked her to enter into a relationship with him;
 - c) between the months of March and May 1996, when she was [XXX] years old, had sexual intercourse with her on numerous occasions;
 - d) continued to have sexual intercourse with her and have her perform oral sex on him on numerous occasions until November 1998 when she ended the relationship;
 - e) told her that "sex was all she could give him.";
 - f) instructed her not to have friends in order to conceal the relationship;
 - g) instructed her to tell her parents she was "going out for a run" in order to conceal the relationship;
 - h) discouraged her from attending track and field events because it would interfere with time they could be spending together;
 - i) encouraged her to rent a one bedroom apartment at increased expense when she became a student at [XXX] University to conceal the relationship;
 - j) discouraged her from having contact with her family in order to conceal the relationship;
 - k) discouraged her from attending a gym for fear that she might meet another male and end the relationship with him.
2. In respect of several of his students, or students at the school, in 1996, availed himself of the school at noon daily and on occasion after classes to teach a course on spirituality, that was neither authorized by his employing board nor part of the Ontario curriculum;
- a) instructed his students not to disclose to anyone that he was teaching the course at school;
 - b) instructed his students to disguise the course by pretending that he was instructing them in [XXX] courses and encouraged them to bring [XXX] binders and books to achieve that end;
 - c) if the course was interrupted, switched topics and spoke about matters related to [XXX];
 - d) used his authority as a teacher at the school to create a relationship with them of master and disciple;
 - e) informed a student, [XXX], prior to admitting her to his course that if she told anyone about the course he would know she was not "ready" or "evolved enough" to study the topics in the course.
3. In respect of several of his students, particularly in 1996;
- a) asked them, and in particular, [XXX] and [XXX], personal details about their lives and the lives of their family members, and in respect of [XXX] extensively criticized her parents;
 - b) gave the students books to read and instructed them not to show the books to anyone outside the circle of course participants, to keep them hidden from parents, and if discovered, to deny he had provided them with the books;
 - c) discouraged them from having relationships with classmates and friends;
 - d) encouraged them to reveal to him daily the details of their lives and to accept advice and instruction from him as to how to conduct their daily lives.

4. In respect of [XXX], a [XXX] year old student at the school:
 - a) when he became aware in September 1995 that she had been and was being sexually abused by another teacher at the school as part of an ongoing relationship;
 - failed to inform the administration of the abuse;
 - encouraged her to keep him informed of the relationship;
 - failed to suggest to her that the relationship was immoral or wrong during the period the relationship lasted, until March 1997;
 - b) when she decided to criminally charge the other teacher, told her to “keep his name out of it”; that there would be “...major karmic repercussions for implicating someone so evolved.”.

Documents Considered by the Committee

- Request for Ratification
- The Board's notification letter to the College dated February 4, 2003 and enclosures, being:
 - Ontario Police Media dated February 1, 2003, article from the Kincardine Sun Times dated February 3, 2003
 - Notification letter from the Board to the member dated February 4, 2003
- Letter from [XXX] to the Manager of Intake and Hearings, dated February 27, 2003
- Request to Initiate Investigation form dated June 2, 2003
- Registrar's Memorandum to initiate a complaint dated May 27, 2003
- Information against John Williams sworn February 1, 2002
- Conditions of Release
- Recognizance
- Interview Report from [XXX] to OPP dated January 21, 2003
- Interview Report from [XXX] to OPP dated January 21, 2003
- Interview report from [XXX] to OPP dated February 23, 2003
- Witness statement from [XXX] to OPP - transcript of audiotape
- e-mail from [XXX] to Constable Joa dated March 8, 2003
- Memorandum from [XXX] to Constable Joa dated February 18, 2002
- Letter - Member - Notification - Registrar's Complaint dated June 3, 2003
- Letter from the Board to the College dated January 6, 2004, enclosing certified copies of transcripts:
 - Guilty Plea and Crown submissions, August 5, 2003
- Sentencing hearing, October 16, 2003
- Memorandum of Agreement signed by the parties

Decision of the Committee

On February 27, 2004, a panel of the Investigation Committee considered this complaint and, in accordance with the provisions of 26(5)(d) of the *Ontario College of Teachers Act, 1996*, the Investigation Committee ratified the attached Memorandum of Agreement. This is based on the opinion of the committee that the terms of this Agreement resolve the complaint in the public interest.

Patrick Daly

Iain Munro

Elizabeth Papadopoulos