DISCIPLINE COMMITTEE OF THE
ONTARIO COLLEGE OF TEACHERS

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

JULIE LÉGER

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 Julie Léger (Certificate No.
437904) be referred to the Discipline Committee of the Ontario College of Teachers (the
“College”).

IT IS ALLEGED that Julie Léger is guilty of professional misconduct as defined in
the Act in that:

(a) she abused a student or students physically, sexually, verbally,
psychologically or emotionally, contrary to Ontario Regulation 437/97,
subsection 1(7) and/or engaged in sexual abuse of a student or students as
defined in section 1 of the Act;

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

(c) she 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) she 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) 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 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) she engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19);

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Julie Léger is a member of the Ontario College of Teachers.

2. At all material times, the Member was employed by the Conseil scolaire catholique du Nouvel-Ontario (the “Board”) as a teacher at [XXX](the “School”) in Sudbury, Ontario. The Member was also involved in a number of extracurricular activities.

3. In [XXX] or [XXX], Student 1 was a former student at the School who had recently completed his studies.

4. During the period from the academic year [XXX] to the academic year [XXX], Student 2 was a student at the School.

5. In the academic year [XXX], Student 3 was a student at the School. Student 3 finished his studies in June [XXX]. On [XXX], [XXX], he turned 18 years old.

6. During the period from the academic year [XXX] to the academic year [XXX], Student 4 was a student at the School.

7. In February 2017, Student 5 was a student at the School and a member of the [XXX] team.

8. In 2019, Student 6 was a student at the School.
9. In 2019, Student 7 was a student at the School.

10. During the academic year 2019-2020, Student 8 was a student at the School.

11. In December 2019, Student 9 was a student at the School.

12. In December 2019, Student 10 was a student at the School.

13. In December 2019, Student 11 was a student at the School.

14. In December 2019, Student 12 was a student at the School.

15. In [XXX] or [XXX], the Member attempted to kiss Student 1 when he came to the school after [XXX] to say hello to the teachers.

16. Between the academic year [XXX] and the academic year [XXX], the Member often asked Student 2 for a hug.

17. During the academic year [XXX], when Student 3 was in the hallway walking past her [XXX] class, the Member:
   (a) asked Student 3 to come and show his muscles to the class;
   (b) felt Student 3’s muscles with her hand;
   (c) asked Student 3 to remove his shirt to show the students his abdominal muscles, which Student 3 refused to do.

18. During the academic year [XXX], the Member:
   (a) exchanged text messages of a personal and sexual nature in class with Student 3;
   (b) asked Student 3 to delete the text messages she had exchanged in class with him;
   (c) called Student 3 by the nickname: ”[XXX] [Student 3]”. 
19. During the academic year 2016-2017, the Member showed her pink bra strap to the students on the women's [XXX] team.

20. Between the academic year 2016-2017 and the academic year 2019-2020, the Member regularly encouraged students to touch her muscles, including the muscles in her arms, abdominals and pectorals.

21. Between the academic year 2016-2017 and the academic year 2019-2020, the Member entered the male students' hotel room during [XXX] while some of them were in their boxers, to:
   (a) give them a hug before bedtime;
   (b) tuck them into bed.

22. Between the academic year [XXX] and the academic year [XXX], during [XXX], the Member touched Student 4's biceps.

23. Between February 2 and 4, 2017, the Member rubbed anti-inflammatory cream on Student 5's leg during a [XXX] tournament:
   (a) on the bench during a [XXX] game;
   (b) in a hotel room for approximately 10 to 15 minutes while Student 5 was lying on a bed.

24. On or about February 4, [XXX], on the bus trip back from a [XXX] tournament in [XXX], Ontario, the Member:
   (a) invited Student 3 to sit with her under a blanket for about 20 to 30 minutes;
   (b) cuddled with Student 3 under the blanket;
   (c) rubbed Student 3's leg over his clothes, under the blanket;
   (d) rubbed Student 3's penis over his clothes, under the blanket;
(e) allowed Student 3 to rub the Member's leg over her clothes, under the blanket;

(f) said something like, "Don't worry, we go way back. We cuddle all the time," to a teacher at the school, regarding her bus interactions with Student 3;

(g) upon their return to school, said to Student 3, "Don't speak of that."

25. During the academic year 2018-2019, the Member told students things like: "I gotta watch out, now I can't touch you guys because students will report me and I'll get in trouble for flirting with you."

26. During summer 2019, at a summer [XXX], the Member:

(a) asked Student 6 and Student 7 to take a selfie with her, using her own phone;

(b) changed her shirt in front of male students, exposing her sports bra.

27. During fall 2019, the Member offered a ride to Student 6.

28. In [XXX] or [XXX], the Member invited Student 3, by text, to come to her house to make cupcakes together while her husband wasn't home.

29. During the academic year 2019-2020, the Member made a heart shape with her hands to Student 6.

30. During the academic year 2019-2020, the Member took a picture of Student 8's photo that was posted in the Board's office and:

(a) put a heart on Student 8's picture;

(b) texted the photo to Student 8, saying that Student 8 was her favourite.

31. On or about December 9, 2019, the Member had physical contact with students in the School cafeteria, including:

(a) touching Student 6's shoulder;
(b) rubbing Student 9’s back;
(c) playing with Student 5’s hair;
(d) placing Student 10’s hand on her pectoral muscles;
(e) encouraging Student 11 to touch her bicep.

32. On or about December 11, 2019, at mass, the Member touched Student 12 on the lower right hip and told him to stop talking.

33. In December 2019, in her [XXX] class, the Member crouched down and presented her backside to the students to demonstrate a [XXX] position.

34. In spring [XXX], the Member exchanged text messages with Student 3, including:
(a) "I’m throbbing thinking about riding you only after I have aroused you with my mouth and tongue";
(b) "I love oral sex";
(c) "I might cum right now lol";
(d) "Have you ever had a woman with 29 years of experience";
(e) "I’m so horny right now!"

35. On or about April 15, [XXX], the Member texted a picture of herself in leggings to Student 3.

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 Julie Léger 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.

IF A DATE FOR THE HEARING AND/OR THE FORMAT OF HEARING ARE NOT AGREED UPON, THE DISCIPLINE COMMITTEE WILL CONVENE TO DEAL WITH THE PROCEDURAL MATTER OF SETTING A DATE FOR THE HEARING. The set date hearing will be held in-person on the 12th floor of the offices of the Ontario College of Teachers at 101 Bloor Street West, Toronto, Ontario or 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”).

YOU ARE ENTITLED TO BE PRESENT WHEN THE COMMITTEE CONVENCES 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 be held in-person on the 12th floor of the offices of the Ontario College of Teachers at 101 Bloor Street West, Toronto, Ontario or will be held electronically using audio or video conferencing equipment, pursuant to the Rules of Procedure and the SPPA.
IF YOU DO NOT ATTEND ON THE SCHEDULED HEARING DATE, IN ACCORDANCE WITH ANY DIRECTION FROM THE TRIBUNALS OFFICE WITH RESPECT TO THE MANNER OF PARTICIPATION, THE COMMITTEE MAY PROCEED WITH AN IN-PERSON HEARING OR ELECTRONIC 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, telephone 416-961-8800. The Discipline Committee will then determine whether the hearing will proceed electronically or not.

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 Christine Lonsdale of McCarthy Tétrault LLP, solicitor for the College in this matter, at Suite 5300, Toronto Dominion Bank Tower, Toronto, ON M5K 1E6, telephone 416-601-8019.

Date: July 18, 2022

TO: Julie Léger
[XXX][XXX]

AND: Goldblatt Partners LLP
30 Metcalfe Street, Suite 500
Ottawa, ON K1P 5L4

Lise Leduc, Solicitor for the Member
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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