

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

LUCAS THAD MCDONALD, 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 Lucas Thad McDonald, Certificate No. 430101, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Lucas Thad McDonald is guilty of professional misconduct as defined in the *Act* in that:

- (a) he failed to maintain the standards of the profession, contrary to Ontario Regulation 437/97, subsection 1(5);
- (b) he failed to comply with the *Act* or the regulations or the by-laws, contrary to Ontario Regulation 437/97, subsection 1(14);
- (c) he 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);

- (d) 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); and
- (e) he engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Lucas Thad McDonald (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Durham District School Board as a teacher at [XXX] in Oshawa, Ontario.
3. In or before June 2017, the Member engaged in inappropriate electronic communications via the social media platform Twitter, including communicating material which:
 - (a) Suggested that gender variations other than male or female should be considered mental disorders;
 - (b) Suggested that actions should be taken against Muslims in Canada including a travel ban, surveillance of mosques, and mass deportations;
 - (c) Referred to a person who had introduced sexual education requirements for elementary students as a “bitch”;
 - (d) Suggested that legislation passed in Ontario and/or Canada in relation to gender identity and gender expression was “totalitarian” and/or a “legal assault on the family”;
 - (e) Suggested that Canada’s multicultural reality is undesirable;

- (f) Suggested that permitting transgender children to receive sex hormones or surgery is “disgustingly sick child abuse”;
- (g) Suggested that “if Canadians want to remain Canadian”, “refugee immigrants” should not be accepted “unless they are economically viable”;
- (h) Suggested that politicians care more about diversity and immigration than public safety;
- (i) Suggested that Islamophobia is “just rude words”;
- (j) Suggested that the value of Canadian citizenship is being diminished by Syrian refugees in Canada;
- (k) Suggested that Canada “now legally compels citizens to kowtow to the gender fantasies of others”;
- (l) Suggested that a gay pride activity undertaken at a public library was “mentally ill men forcing abnormal behaviour on kids at taxpayer expense”;
- (m) Ridiculed or demeaned individuals who expect to be addressed by a preferred gender pronoun.

THE DISCIPLINE COMMITTEE WILL HOLD A HEARING pursuant to sections 30, 32 and 32.1 of the *Act* to decide whether the allegations are true and whether Lucas Thad McDonald 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.

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: 10 April 2018

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

TO: Lucas Thad McDonald
[XXX]
[XXX]

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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

#17523558