



College of Massage Therapists of Ontario

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Discipline Hearing Summary

Kenneth Timbol Manalang (Mississauga, ON)

June 29, 2020

Decision

On June 29, 2020, the Discipline Committee found that Mr. Kenneth Timbol Manalang, a Registered Massage Therapist (RMT), committed acts of professional misconduct in that he:

1. sexually abused a client;
2. contravened a Standard of Practice of the profession or a published standard of the College or failed to maintain the Standard of Practice of the profession, in particular the Standard on Maintaining Professional Boundaries and Preventing Sexual Abuse and the Draping Standard;
3. physically abused a client; and
4. engaged in conduct or performed an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by registrants as disgraceful, dishonourable or unprofessional.

The findings of professional misconduct arose out of Mr. Manalang's conduct toward two clients at Massage Therapy appointments in 2016 and 2018.

Penalty Order and Cost Award

The Discipline Committee's order included the following:

1. Mr. Manalang is required to appear before a panel of the Discipline Committee immediately following the hearing of this matter to be reprimanded, with the fact of the reprimand and the text of the reprimand to appear on the public register of the College.
2. The Registrar is directed to revoke Mr. Manalang's Certificate of Registration, effectively immediately.
3. Mr. Manalang is required to reimburse the College for funding provided [for] the clients [for therapy or counselling] under the program required under section 85.7 of the

Health Professions Procedural Code, being Schedule 2 to the *Regulated Health Professions Act, 1991*.

4. Mr. Manalang is required to post security in the amount of \$5,000.00 to guarantee payments of any amount he is required to pay under paragraph 3, by providing equal monthly payments to the College in the amount of \$250.00 for twenty (20) months commencing on July 1, 2020. Any security that has not been used by the College to provide funding to the clients as of February 13, 2023 shall be returned to the Registrant.
5. Mr. Manalang is required to pay to the College costs in the amount of \$5,000.00 by way of equal monthly payments payable to the College in the amount of \$250.00 for twenty (20) months commencing on July 1, 2020 and continuing each month until paid in full.

The complete Decision and Reasons will be available online on the Canadian Legal Information Institute (CanLII) [website](#).

Reprimand Delivered to Mr. Manalang

The following reprimand was delivered by a panel of the Discipline Committee:

The panel would like to acknowledge your cooperation in working with the College to arrive to an Agreed Statement of Facts and a Joint Submission on Penalty. We also appreciate your presence here today.

That being said, the panel finds your conduct was simply unacceptable for a Registered Massage Therapist and regulated health professional. The panel finds the acts of sexual abuse that you committed are quite simply reprehensible and are particularly heinous when they occur at the hands of a trusted healthcare professional.

The damage that you have caused is irreversible. You have shown behaviour that is disgraceful, dishonourable and unprofessional. Public safety and public protection are at the forefront of this College's mandate. Revocation was mandatory in this case, and this panel would not have been satisfied with any outcome other than the revocation of your Certificate of Registration, given the serious and disturbing nature of your conduct. You have shown a complete disregard for the public, your clients and your College. Rather than give the care you have been privileged to provide to your clients, you have abused them and their trust. The College of Massage Therapists of Ontario has zero tolerance for sexual abuse and knows the public at large is safer without you working as a regulated health professional.

This panel would like to remind you that being a Registered Massage Therapist is a privilege and not a right. It is our expectation that you will learn from this experience.