

Discipline Hearing Summary

Julie Demore (Hanmer, ON)

February 4, 2022

Decision

On February 4, 2022, the Discipline Committee found that Ms. Demore committed the following acts of professional misconduct:

1. failed to reply appropriately or within a reasonable time to a written inquiry made by the College that requests a response;
2. failed to attend an oral caution of the Inquiries, Complaints and Reports Committee (ICRC);
3. contravened subsection 76(3.1) of the Health Professions Procedural Code¹, which requires registrants to cooperate fully with an investigation;
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; and
5. engaged in conduct that would reasonably be regarded by registrants as conduct unbecoming a Massage Therapist.

Penalty Order and Cost Award

The Discipline Committee's order included the following:

1. Ms. Demore must appear before a panel of the Discipline Committee 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 College's Public Register.
2. The Registrar is directed to suspend Ms. Demore's Certificate of Registration for at least two (2) months, to begin on the date of the order.

¹ This is Schedule 2 of the *Regulated Health Professions Act, 1991*.

3. The Registrar is directed to impose the following terms, conditions or limitations on Ms. Demore's Certificate of Registration:
 - a) Ms. Demore must comply with the outstanding requirements as directed by the ICRC in its decision dated June 12, 2018, within four (4) months of the date of the order;
 - b) Ms. Demore must provide proof, acceptable to the Registrar, of successful completion of an individualized ethics course with a course provider approved by the College regarding the issues raised in this case, which is to be taken at Ms. Demore's own expense, within five (5) months of the date of the order; and
 - c) Ms. Demore must respond to all College communications within fifteen (15) days.
4. Ms. Demore must pay to the College costs of \$5,000.00, payable over 24 months with one initial payment of \$216.00 and 23 monthly payments of \$208.00, beginning one (1) month after the date of the order and continuing every 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 Ms. Demore

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

Ms. Demore, the panel would like to acknowledge your cooperation in arriving at an agreed statement of facts and a joint submission on penalty, which assisted in the process and lessened the burden of time and resources upon the College and the profession.

The Panel would like to remind you that being a Registered Massage Therapist and a member of this profession is a privilege and not a right.

Further, it is expected that you adhere to your regulatory requirements. Not responding to numerous communications by the College is very serious and undermines the College's ability to regulate the profession effectively. There were many opportunities for you to have participated in the process that would have prevented it from escalating to a discipline matter, which you chose not to do. Actions such as yours undermine the public's confidence in this profession, and are not, and will not be tolerated by the CMTO.

In saying that, we do appreciate your presence here today and your cooperation through the discipline process. It is our expectation that you will have learned from this experience and that we will not see you before this Committee in the future.