

Discipline Hearing Summary

Jeffrey Addley (Omeme, ON)

April 21-23, June 28, 2021 & February 18, 2022

Decision

By decision dated December 10, 2021, the Discipline Committee found that Mr. Addley committed the following acts of professional misconduct:

1. contravened a standard of practice of the profession or a published standard of the College, in particular, the Standard for *Maintaining Professional Boundaries and Preventing Sexual Abuse*; and
2. 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 arose from Mr. Addley's conduct in failing to obtain written consent before treating a client's chest wall.

The complete decision and reasons are available on the [Canadian Legal Information Institute \(CanLII\) website](https://www.canlii.org/).

Penalty Order and Cost Award

On February 18, 2022, the Discipline Committee made the following order on penalty and costs:

1. Mr. Addley must appear before a panel of the Discipline Committee to be reprimanded on a date set by the Registrar, 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 Mr. Addley's Certificate of Registration for one month beginning on the date of the order.
3. The Registrar is directed to impose terms, conditions and limitations on Mr. Addley's Certificate of Registration requiring, within three (3) months of the date of this order, that Mr. Addley provide proof, acceptable to the College's Registrar, of successful completion of an individualized course, pre-approved by the Registrar, relating to standards and boundaries, which is to be taken at Mr. Addley's own expense.

4. Mr. Addley must pay to the College costs in the amount of \$1,500.00 payable in ten (10) equal monthly installments of \$150.00, as follows:

a) Month one: \$150.00 due by March 18, 2022; and

b) Months two (2) through ten (10): \$150.00 due by the 18th of every month, with the last payment falling on December 18, 2022.

Reprimand Delivered to Mr. Addley

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

Mr. Addley, the panel would like to acknowledge your co-operation 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. We also appreciate your presence here today.

Having said that, the panel finds that your conduct was wholly unacceptable for a regulated health professional. You engaged in behaviour that violated the physical integrity of your [client]. You exploited your position of trust towards your [client] while they were in a vulnerable position. You failed to obtain appropriate consent. Massage Therapists are expected to abide by and maintain a commitment to Standards of Practice and ethical requirements. 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.

Actions such as yours undermine the public's confidence in the profession and are not and will not be tolerated by the [College of Massage Therapists of Ontario]. It is our expectation that you will have learned from this experience and that when you return to practice you will recommit yourself to upholding the Standards of Practice.