



# **Student Guide**

What Massage Therapy Students Need to Know About Becoming  
a Registered Massage Therapist in Ontario

JANUARY 31, 2025

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## Overview

As a Massage Therapy student, you have chosen to start a career in health care where you can make a significant impact. Becoming a Registered Massage Therapist (RMT) means more than doing a job; it is the practise of a profession that is regulated by the College of Massage Therapists of Ontario (CMTO). RMTs in Ontario have professional and legal obligations to their clients, their colleagues, CMTO, and the public.

This guide provides information to Massage Therapy students who are interested in becoming an RMT in Ontario. This guide addresses questions like:

- What does it mean to be a regulated health professional?
- What is required to become registered with CMTO?
- Why does CMTO ask questions about my past, including whether I have a criminal record?
- How does CMTO prevent and address sexual abuse in the profession?
- What are the rules relating to issuing receipts for Massage Therapy?
- Can students practise Massage Therapy before they are registered?

This guide helps Massage Therapy students understand what it means to be a regulated health professional and how their behaviour may affect their ability to become registered.

In contrast, detailed information about the obligations required of a practising RMT, the laws that govern the profession, and how CMTO works can be found in a separate resource called the Jurisprudence Guide.

## What does it mean to be a regulated health professional?

Practising Massage Therapy is not just a job; it is a regulated health profession. The primary goal of a regulated health profession is to benefit clients and serve clients' best interests.

RMTs have a duty to:

- i) **The clients they serve**  
RMTs have a duty to provide safe, effective and ethical care to their clients, properly inform clients of the six elements of consent and obtain informed consent before providing any treatment.
- ii) **Other RMTs and healthcare providers**  
RMTs have a duty to work cooperatively with one another and other healthcare providers to best serve their clients.
- iii) **CMTO**  
RMTs have a duty to work with the regulator, CMTO, to protect the public from dishonest or incompetent RMTs. For example, RMTs must cooperate in any investigation of a complaint, maintain professional liability insurance at all times (if practising), renew their registration and complete STRiVE - the Quality Assurance Program<sup>0</sup> annually.
- iv) **Obey the laws that govern the profession and the healthcare system**  
RMTs must follow the laws that apply to their profession and those that establish and maintain the broader healthcare system. RMTs have an obligation to be aware of and abide by all legislation that impacts the profession. This includes:
  - Following the rules for obtaining informed consent from clients;
  - Following public health requirements;
  - Making mandatory reports, including to CMTO and other agencies when appropriate; and
  - Maintaining the privacy of personal health information.

## Introduction to CMTO

CMTO is the regulator for Massage Therapists in Ontario. CMTO's mandate is to serve and protect the public interest. It does this through several functions:

- **Registration:** CMTO determines whether individuals meet the requirements to become an RMT in Ontario and issues a certificate of registration to those who meet the requirements.
- **Setting Standards and Quality Assurance:** CMTO sets standards for RMTs and monitors adherence to those standards. CMTO operates a Quality Assurance Program known as STRiVE, which requires RMTs to participate in continuing education and complete Practice Profile annually. If selected, they are also required to participate in practice assessments and complete remediation when directed to do so.
- **Complaints, Investigations, Discipline and Fitness to Practise:** CMTO investigates complaints and other allegations relating to the conduct of RMTs. CMTO also investigates concerns about an RMT's capacity, which refers to when an RMT has a health condition that adversely affects their ability to practise the profession safely and competently. CMTO's Discipline Committee holds hearings to decide if an RMT has engaged in professional misconduct or is incompetent. The Discipline Committee can

impose various penalties including a reprimand, fine, practice restrictions, suspension, revocation and the costs of the hearing. CMTO's Fitness to Practise Committee holds hearings to decide if an RMT is incapacitated and considers applying restrictions to their ability to practice.

- **Prevention of Sexual Abuse:** CMTO is committed to preventing and eliminating sexual abuse in the Massage Therapy profession by educating RMTs and members of the public about the problem of sexual abuse, investigating and holding hearings relating to allegations of sexual abuse, implementing a program to provide funding for therapy and counselling for any client who has been sexually abused by an RMT, and collaborating with health system partners to develop impactful solutions.

## Becoming Registered with CMTO

Applicants must meet several requirements to be registered with CMTO. The purpose of these requirements is to make sure that CMTO registrants are competent and will practise the profession ethically.

### Registration Requirements

Applicants must meet several requirements to be registered with CMTO, which may change over time and the version of the [Registration Regulation](#) in force at the time of application will apply. Currently, the applicant must:

- Submit a transcript demonstrating successful completion of a Massage Therapy diploma program recognized by the [Ministry of Training, Colleges and Universities](#) or [equivalent](#). Applicants may submit the transcript in the form it is provided by the educational institution or request their school send an official transcript to CMTO. If the education was completed more than three years before attempting the Certification Examinations or applying for registration, the applicant must successfully complete a [CMTO Refresher Course](#).
- Successfully complete CMTO's [Certification Examinations](#), which include a Multiple-Choice Question (MCQ) examination and an Objectively Structured Clinical Evaluation (OSCE) examination.
- Submit a current [Vulnerable Sector Check](#) to CMTO.
- Demonstrate that they are a Canadian citizen, a permanent resident of Canada, or authorized under the *Immigration and Refugee Protection Act* (Canada) to work.
- Be able to speak and write either English or French with reasonable fluency (by meeting the requirements of [CMTO's Language Fluency Policy](#)).
- Provide proof of [professional liability insurance](#) as required by CMTO's By-laws.
- Satisfy the Registration Committee that their past and present conduct demonstrates that they:
  - Will practise Massage Therapy with decency, honesty and integrity, and in accordance with the law;
  - Do not have any physical or mental condition or disorder that could affect their ability to practise safely; and
  - Will display an appropriate professional attitude.

- If they previously practised any regulated profession in any jurisdiction, arrange for the regulator to submit a [Letter of Standing Form](#) directly to CMTO to demonstrate that there has been no finding of, and that there is no current proceeding involving an allegation of, professional misconduct, incompetence or incapacity or any like finding or proceeding against them that affects their fitness to practise the profession.
- Provide evidence of current and valid [CPR and First Aid certification](#).
- Complete an application form and pay the application fee.
- Complete CMTO's [online Jurisprudence Program](#). The program has three e-learning modules followed by knowledge tests. All three tests must be successfully passed to complete the program.

## Honesty in Registration Applications

The registration requirements are in place to ensure that only those individuals who demonstrate that they can practise Massage Therapy competently and ethically are registered with CMTO.

CMTO relies on applicants to provide honest information in their applications so that CMTO can assess their qualifications. Where appropriate, CMTO will verify information provided by applicants. For example, if an applicant discloses a past criminal finding, CMTO may obtain the court documents to learn more about the circumstances. Where an applicant is dishonest on an application form, CMTO may refuse registration. One of the registration requirements is for applicants to establish that they will practise Massage Therapy with decency, honesty, integrity and in accordance with the law. An applicant who is dishonest on an application form, or who fails to provide full details so that their application is misleading, does not meet this requirement.

Honesty is an essential quality for a regulated health professional. Clients trust RMTs to deliver quality health care, and clients are often in a vulnerable position when they seek Massage Therapy. They may have suffered an injury, may be in pain, and often partially or entirely undressed when they seek treatment. It is critical that clients can trust their RMT to provide safe, effective, and ethical care. Insurance companies also trust RMTs to be honest in their submission of claims. A lack of honesty on an applicant's part is taken very seriously by CMTO.

### Registration Example – Making False Statements

An applicant filled out an application for registration. When asked if they had any previous criminal findings, the applicant did not mention having a conviction for shoplifting because they did not think it was relevant to Massage Therapy. The applicant completes a vulnerable sector criminal record check, which reveals the previous conviction to CMTO.

CMTO could refuse the applicant's application because of their dishonesty on the application form. If the applicant had disclosed the conviction, the Registration Committee would probably have accepted the application for registration since there were no other convictions or findings in the past. However, making a false statement on the application form is serious and reflects current dishonesty, that now the applicant may be refused registration.

Note that an applicant who has received a pardon or who has received a conditional or absolute discharge from the court must still report the offence to CMTO. CMTO will determine whether it is relevant to the applicant's current suitability to practise Massage Therapy.

### **Practising Massage Therapy before Registration**

CMTO's policy is that Massage Therapy students and graduates who are not yet registered with CMTO cannot practise Massage Therapy, except as part of their formal Massage Therapy education program and under the supervision of a Massage Therapy instructor. If CMTO receives information that a student has practised Massage Therapy before being registered, the information will be reviewed as part of the application process.

Only individuals who are registered with CMTO are allowed to use the titles "Massage Therapist" or "Registered Massage Therapist", a variation or abbreviation (like "RMT" or "MT") or an equivalent in another language. For example, 'Student RMT' is not permitted.

No one other than a CMTO registrant can hold themselves out as being qualified to practise in Ontario as an RMT. This means that a student or graduate of a Massage Therapy program cannot refer to themselves as an RMT or suggest to clients or the public that they are qualified to practise as an RMT, unless or until they become registered with CMTO.

#### **Practising Before Registration Example - Holding Out**

A student is in their final term of study in a Massage Therapy program. The student's parents are RMTs and own a Massage Therapy clinic. Over the holidays, the student is hired to work at the clinic. Given how close the student is to graduation, the parents suggest that the student should start to treat clients. A sign is placed in the reception area advertising the student as the "newest addition to the Massage Therapy team". The parents offer to supervise the student's work and to issue receipts to any clients the student treats in one of their names.

When applying for registration with CMTO the next year, the student discloses practising at their parents' clinic. The student could be refused registration for holding themselves out as someone who is qualified to practise as an RMT in Ontario without being registered. Clients may have believed that the student was an RMT based on the sign in the reception area and the fact that the clinic still offered RMT receipts for student's services.

As CMTO registrants, the student's parents could face an investigation and a discipline hearing for allowing an unregistered person to provide services and for offering RMT receipts for services provided by a student. If receipts were provided to clients in an RMT's name, this would be considered fraudulent billing by the RMTs because the receipt would not accurately reflect the person who provided the treatment. Furthermore, if the student injured or had any sort of negative interaction with the client, that client would not be able to hold the student accountable by filing a complaint to CMTO because the student is not yet registered. However, the client might file a complaint to CMTO about the student's parents. The student would also not be covered by professional liability insurance and, along with their parents, could be exposed to serious personal liability if the client sued them.

## Consideration of Pre-Registration Conduct

As CMTO is obligated to ensure that only qualified and suitable applicants are registered, it is necessary for CMTO to ask applicants a broad range of questions during the application process, including:

- Any past criminal conduct;
- Any past academic misconduct, such as cheating on an examination;
- Any misconduct relating to CMTO's certification examinations, such as cheating or inappropriate sexual touching during the examination;
- Any past misconduct with another regulator; and
- Whether the applicant has ever failed a licensing examination or been refused registration with another regulator.

If an applicant has engaged in some past conduct that may raise a concern, it will be considered by CMTO, but the fact that an applicant has a previous history does not automatically mean that they will not be registered. CMTO will consider all the circumstances to determine the relevance of the past conduct to the applicant's current suitability to practise Massage Therapy. Some factors that will be considered include:

- The applicant's explanation for the past conduct and whether they were honest in their description of the past conduct during the application process;
- The seriousness of the past conduct;
- How much time has elapsed since the conduct;
- Whether the applicant has engaged in any rehabilitation or remediation since the conduct;
- Whether the applicant has demonstrated insight into the past conduct; and
- The connection between the past conduct and the practise of Massage Therapy.

## Registration Process

To become registered, a person must complete the application process and pay the applicable fees.

If an applicant meets all the registration requirements, the Registrar's office will accept the application and issue a certificate of registration.

However, if it appears that the applicant does not meet the registration requirements (or if the Registrar has doubts), the Registrar may refer the application to a panel of the Registration Committee. In some cases, restrictions called "terms, conditions and limitations" may be requested by the Registrar and agreed to by the applicant. In other cases, the applicant will be advised of the Registrar's concerns and be given 30 days to provide a written response to the concerns. The Registration Committee panel will consider the application and all submitted materials when determining the applicant's suitability to practise. If the panel determines that the applicant meets the requirements, the panel will direct the Registrar to issue a certificate of registration. If the panel concludes that the applicant does not meet the requirements, it can make several decisions, including:

1. Directing the applicant to complete further training or examinations.
2. Registering the applicant with terms, conditions and limitations.
3. Refusing the application.

If the panel does not grant an unconditional certificate of registration, the applicant may appeal the panel's decision to an independent tribunal, the Health Professions Appeal and Review Board (HPARB). HPARB will review the file and, if the applicant wishes, hear from witnesses. HPARB can determine that an applicant meets



the registration requirements, can require the Registration Committee to obtain additional information and make a new decision, or can uphold the committee's decision. HPARB's decision can be appealed to the courts.

To ensure that CMTO's registration process is fair, the registration system is audited and reviewed by the Office of the Fairness Commissioner of Ontario. Legislation and regulations governing the profession have provisions to ensure that CMTO's registration process is transparent, objective, impartial and fair.

Where an applicant is currently registered to practise Massage Therapy in another province in Canada, CMTO must, with rare exceptions, accept the applicant's education, experience and examination qualifications. However, CMTO can still review whether the applicant meets the other registration requirements, such as requiring a Vulnerable Sector check and proof of professional liability insurance.

## Conditions of Registration

Once a person is registered with CMTO, they must continue to meet certain conditions. For example, if an RMT is charged with or found guilty of a criminal or other offence, the RMT must immediately inform CMTO. If an RMT is also registered with another regulated profession and is disciplined by that professional regulator, the RMT must immediately inform CMTO.

RMTs with a General Certificate of registration must carry appropriate professional liability insurance and maintain authorization to work in Canada. They will be suspended if they fail to do so.

RMTs must maintain current Massage Therapy knowledge, skill and judgement by practising the profession for at least 500 hours in every three-year period or, if they don't have the required hours, by completing a CMTO Refresher Course.

Registrants with an Inactive Certificate of registration cannot practise in Ontario as an RMT. An Inactive registrant may apply to return to the General class. If they have been Inactive for more than three years, the registrant is required to complete a CMTO Refresher Course to ensure they are up to date in Massage Therapy.

## Obligations of an RMT

When a person becomes registered, they agree to follow all the rules of the regulator. The laws, standards and policies that apply to RMTs in Ontario are designed to protect the public by ensuring that RMTs are competent, safe and act with integrity.

This guide covers some key obligations that apply to all Massage Therapy students and RMTs. More information about the obligations required of a practising RMT and the commitment to prevent sexual abuse is available in the Jurisprudence Guide.

## Preventing Sexual Abuse

It is a serious violation for an RMT to sexually abuse a client. CMTO takes a zero tolerance approach to sexual abuse. Allegations of sexual abuse are investigated and if sexual abuse is proven at a discipline hearing, an RMT faces mandatory suspension or revocation of their certificate to practise.

Sexual abuse is defined in a law that applies to all regulated health professionals in Ontario: the Health Professions Procedural Code, which is Schedule 2 to the *Regulated Health Professions Act, 1991*. The definition of sexual abuse is very broad and it covers all sexual contact between an RMT and client. It includes the following:

- Sexual intercourse or other forms of physical sexual relations between the Massage Therapist and the client;
- Touching, of a sexual nature, of the client by the Massage Therapist; or
- Behaviour or remarks of a sexual nature by the Massage Therapist towards the client.

This definition of sexual abuse includes treating one's spouse. There have been several court decisions that have established that healthcare providers cannot treat their spouse (with very limited exceptions, like an emergency). RMTs need to transfer the care of their spouse or romantic partner to other RMTs. It does not matter if the spousal relationship came first.

### Sexual Abuse Example – Romantic Relationship with a Client

An RMT has been treating Michel regularly for five years. Over time, the RMT senses that Michel may have feelings for them. The RMT has also developed feelings for Michel and decides to invite Michel for a coffee a week after the last appointment. They meet and decide to end the professional relationship to start a sexual relationship.

The legislation requires a one-year cooling off period between the termination of the professional relationship and the start of a sexual relationship. Even if an RMT waits one year after the last treatment, it may still be unprofessional for an RMT to have a sexual relationship with a former client.

Having a sexual relationship with a former client before the one-year period has elapsed is **sexual abuse** under the applicable legislation. In this scenario, it was appropriate for the RMT to terminate the professional relationship, but waiting only a week before starting a romantic relationship was not enough because Michel is still considered a client of the RMT for **one year after the last treatment**.

Touching, behaviour, or remarks of a **clinical** nature appropriate to the service provided is not sexual abuse. For example, it may be clinically appropriate to touch a client's upper inner thighs, chest, breasts, or buttocks (these are all considered sensitive areas of the body), but this must be done only after receiving written informed consent. It is not appropriate for an RMT to obtain consent for a shoulder massage and then massage the breasts, as this would not be appropriate to the service provided. Similarly, it is not appropriate for an RMT to obtain consent for a lower back massage and then massage the buttocks.

To address the problem of sexual abuse in the profession, CMTO has Standards of Practice relating to the prevention of sexual abuse and maintaining professional boundaries. These Standards outline that an RMT may only treat sensitive areas when:

- Treatment is clinically indicated;
- The RMT obtains the client's written informed consent before every assessment and/or treatment of sensitive areas including the upper inner thighs, chest wall muscles, and the breasts. Breasts cannot be touched except when assessment and/or treatment of the breast is requested by the client for a clinically indicated reason (for example, surgical intervention or perinatal care). Written informed consent must also be obtained before assessing and/or treating the buttocks (gluteal muscles), but can be obtained once per treatment plan (then verbally before every treatment); and
- The RMT discusses draping sensitive areas with the client before assessing and/or treating sensitive areas and drapes the client effectively to maintain the client's comfort and trust.

It is never appropriate for an RMT to touch a client's genitals or anus. Treatment of these areas is not within the Scope of Practice of Massage Therapy.

The RMT is always responsible for preventing sexual abuse from occurring.

- If a client begins to tell a sexual joke, the RMT must interrupt the client, ask them to stop and explain that their joke is not appropriate in a health care setting;
- If the client makes comments about the RMT's appearance or romantic life, the RMT must stop the comments and re-establish a professional relationship;
- If the client asks the RMT out on a date, the RMT must say no and explain why dating would be inappropriate;
- If a client initiates sexual touching, such as a kiss, the RMT must stop the touching and, at minimum, strongly indicate the behaviour is inappropriate; and
- If any romantic feelings develop for the client, the RMT should consider transferring care to another RMT.

Massage Therapy students must become familiar with these standards as they will apply to them if they become RMTs. If a student engages in conduct that would be considered sexual abuse if they were an RMT, this might form a basis to refuse their registration with CMTO. Similarly, if a Massage Therapy student engages in sexual harassment or bullying of fellow students, this might form a basis to refuse their registration with CMTO.

### **Sexual Abuse Example – Treating Sensitive Areas**

Jackson has low back pain and works with the RMT to develop a treatment plan. Jackson consents to have their back treated. During treatment, the RMT decides to treat Jackson's gluteal region because the RMT believes the low back pain is radiating from the gluteal region. The RMT does not discuss this with Jackson first. The RMT removes the draping from Jackson's buttocks and massages the gluteal region. Jackson later makes a complaint to CMTO and states that they felt violated by the RMT's touch.

Although the RMT may have believed that the treatment of this area would be beneficial to the client, the RMT failed to discuss this with the client in advance and failed to obtain their written informed consent before removing the draping from the buttocks and massaging this sensitive area. The RMT will face allegations of professional misconduct and a panel of CMTO's Discipline Committee will decide whether the conduct amounts to sexual abuse.

### **Avoiding Boundary Violations**

RMTs must exercise caution to avoid being perceived as a friend by clients. RMTs must maintain a professional distance between themselves and their clients to avoid blurring or crossing any boundaries.

To maintain professional boundaries, RMTs must avoid engaging in dual relationships where the client has an additional connection to the RMT, such as the client being a relative of the RMT. As any dual relationship has the potential for the other relationship to interfere with the professional one, it is best to avoid dual relationships whenever possible.

RMTs must recognize the limits of their professional role as a healthcare provider. A boundary crossing is when an RMT does not respect a client's physical, psychological, emotional or financial boundaries. A boundary

violation is when an RMT engages in a serious boundary crossing and abuse of power, which places the client at risk of psychological, financial, physical and/or sexual harm.

Since giving and receiving gifts can blur professional lines, it is best for RMTs to discourage gift-giving and/or receiving from clients. The exchange of gifts may influence an RMT's decision-making, which may include favouritism or unequal treatment. Anything of significant value could lead to boundary crossing.

Crossing professional boundaries is never appropriate. For example, it is always professional misconduct to engage in any form of abuse or sexual behaviour with a client. RMTs are responsible for addressing unintentional or accidental boundary crossings or violations immediately and documenting them.

Examples of boundary violations may include borrowing money from a client, seeking advice from a client about the RMT's marital problems, or providing treatment to a close friend or family member. In all these situations, the line between the RMT's professional role as a healthcare provider and their relationship with the client is blurred.

It is common for RMTs to exchange treatments with colleagues. However, even if a person is not charged for the treatment because it is part of an "exchange", the rules relating to Massage Therapy still apply and each RMT is a client of the other: the RMT must always obtain informed consent before providing treatment, use appropriate draping, make proper chart entries relating to the treatment and respect the client's boundaries. If an RMT is involved in a sexual relationship with a client, the RMT cannot provide treatment to that person because that would be considered sexual abuse.

An RMT who crosses boundaries with a client may be investigated by CMTO and may face a discipline hearing for engaging in professional misconduct.

It is important for Massage Therapy students to not let what might be a relaxed environment within a school setting carry over to their practise as an RMT. Once they become regulated health professionals, they will be held to a very high standard in terms of behaviour and conduct, particularly in relation to boundaries and sexual abuse or sexual misconduct.

## **Ensuring Honest Billing Practices**

As regulated health professionals, RMTs must ensure that all their billing and financial practices are honest and accurate.

Clients must be told the amount of the RMT's fees before the service is provided. RMTs must post their fees in a visible location in their practice setting. The list of fees should include all charges, including any penalties for late payments. While RMTs may set their own fees, the fees must be reasonable. If an RMT's fees are a lot higher than those of their peers or than the recommended fee guide of the professional association, then that may result in an investigation by CMTO.

RMTs must provide an itemized bill for any client, which describes the professional and other services that were provided and any products that were sold. Any document relating to fees, such as a bill or a receipt, must be accurate.

RMTs cannot issue receipts for Massage Therapy or use their registration number for services, treatments, techniques and modalities that are outside the Scope of Practice for Massage Therapy, not provided in compliance with the Standards of Practice, or not part of a Massage Therapy treatment plan.

Fees cannot be billed when services are not provided. The only exception to this is if a fee is billed when a client misses an appointment or cancels the appointment on short notice.

The following fraudulent billing practices **must be avoided**:

- Indicating the RMT provided the service when someone else provided the service.
- Indicating the wrong date for the service.
- Indicating one service was performed when another service was provided.
- Billing for services at more than the RMT's usual rate because the client has insurance.
- Indicating a service was performed when, in fact, no service was performed.

An RMT could face a discipline hearing for engaging in any of the above fraudulent practices. Insurance companies may also take action, including delisting, against RMTs who engage in such practices.

## Quality Assurance

As a regulated health profession, RMTs are expected to stay current with practice standards and continue to improve their practice. To do this, CMTO has a Quality Assurance Program called STRiVE, which has two parts that RMTs are required to complete annually.

The first part of STRiVE supports each RMT to be the best you can be. This includes completing an e-Learning Module, a Self-Assessment, and a Learning Plan.

The second part of STRiVE is risk-based assessment, which aims to support RMTs using an educative approach. All RMTs will complete a Practice Profile, which identifies risks and supports to their competence. Following its completion, a small percentage of RMTs will be selected to undergo a Practice Assessment. They will have two opportunities to demonstrate the required performance to the selected Standards of Practice and Regulations. If the outcome for the second Practice Assessment is unsuccessful, the matter may be reviewed by the Quality Assurance Committee.

It is considered professional misconduct to fail to cooperate with the Quality Assurance Committee or with an Assessment Advisor or to provide false or misleading information to either.

## Providing Information to CMTO

Every RMT must provide information to CMTO about their conduct and practice each year when they renew their certificates of registration. They must also provide updates to CMTO if changes occur during the year. It is important for RMTs to provide up-to-date contact information (for both home and work) to CMTO, so that CMTO can contact them.

To avoid the risk of having their registration suspended, RMTs must update their professional liability insurance information online every time their policy is renewed. RMTs may do this by logging in to CMTO's Registrant Portal. It is important to note that General Certificate holders must always maintain coverage without any gaps.

## Helpful Resources

This guide provides a general overview of the obligations of RMTs in Ontario. For more information, Massage Therapy students are encouraged to consult the following resources:

CMTO website: [www.cmtto.com](http://www.cmtto.com)

CMTO Registration Process: <https://www.cmtto.com/become-an-rmt/apply-for-registration/>

CMTO Standards of Practice: <https://www.cmtto.com/rmts/standards-and-rules/>

STRiVE – the Quality Assurance Program: <https://www.cmtto.com/rmts/quality-assurance-program/strive/>

Policy on Massage Therapy Graduates/Students Practicing without being Registered: <https://www.cmtto.com/policies/massage-therapy-graduates-students-practicing-without-being-registered/>

Professional Misconduct Guide: <https://www.cmtto.com/wp-content/uploads/2024/06/Professional-Misconduct-Regulation-Guide.pdf>

*Massage Therapy Act, 1991*: <https://www.ontario.ca/laws/statute/91m27>

General Regulation under the *Massage Therapy Act, 1991*: <https://www.ontario.ca/laws/regulation/940544>

Registration Regulation under the *Massage Therapy Act, 1991*: <https://www.ontario.ca/laws/regulation/240030>

*Regulated Health Professions Act, 1991*: <https://www.ontario.ca/laws/statute/91r18#top>