

**DISCIPLINE COMMITTEE OF THE  
COLLEGE OF EARLY CHILDHOOD EDUCATORS**

B E T W E E N:

COLLEGE OF EARLY CHILDHOOD EDUCATORS

- and -

JESSICA ANN-MARIE PRIMEAU  
RECE # 51357

**NOTICE OF HEARING**

The Complaints Committee of the College of Early Childhood Educators has directed the matter regarding your conduct, as set out in the attached statement of allegations, to be referred to the Discipline Committee pursuant to paragraph 31(5)(a) of the *Early Childhood Educators Act, 2007* (the "Act").

A panel of the Discipline Committee (the "Panel") will hold a hearing pursuant to paragraph 33(1)(a) of the Act on **April 19, 2021 at 1:30 p.m., electronically by videoconference**, to determine whether you engaged in professional misconduct and/or are incompetent.

If you prefer to communicate with the College in French, or would like the hearing of your case to be conducted in French, then you must notify the College as soon as possible so that it can make reasonable attempts to accommodate your request.

The Act provides that where the Panel finds a member guilty of professional misconduct and/or to be incompetent, it may make an Order doing one or more of the following:

1. Directing the Registrar to revoke the member's certificate of registration.
2. Directing the Registrar to suspend the member's certificate of registration for a specified period, not exceeding 24 months.
3. Directing the Registrar to impose specified terms, conditions or limitations on the member's certificate of registration.

4. Requiring that the member be reprimanded, admonished or counseled by the Committee or its delegate and, if considered warranted, directing that the fact of the reprimand, admonishment or counseling be recorded on the register for a specified period of more than three years.
5. Imposing a fine in an amount that the Committee considers appropriate, to a maximum of \$2,000, to be paid by the member to the Minister of Finance for payment into the Consolidated Revenue Fund.
6. Fixing costs to be paid by the member.

The Panel may also direct the Registrar to not carry out a direction made under paragraphs 1, 2 or 3 above for a specified period and to not carry out the direction at all if specified terms are met within that period. The Panel may specify the terms it considers appropriate, including but not limited to terms requiring the successful completion of specified courses of study.

In making an order under paragraphs 1, 2 or 3, the Panel may also fix a period during which the member may not apply to have a new certificate issued, to have the suspension removed, or to vary the terms, conditions and limitations.

The Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee can be found on the College's website at [college-ecce.ca](http://college-ecce.ca). The Rules can also be made available to you upon request.

**IF YOU DO NOT ATTEND AT THE HEARING, IN PERSON OR BY REPRESENTATIVE, THE PANEL MAY PROCEED IN YOUR ABSENCE AND YOU WILL NOT BE ENTITLED TO ANY FURTHER NOTICE OF THE PROCEEDINGS.**

DATE: April 1, 2021



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Beth Deazeley  
Registrar & CEO  
College of Early Childhood Educators

## STATEMENT OF ALLEGATIONS

### JESSICA ANN-MARIE PRIMEAU, RECE # 51357

1. At all material times, Jessica Ann-Marie Primeau (the “**Member**”) was a member of the College of Early Childhood Educators and was employed as an Early Childhood Educator (“**ECE**”) at Beacons of Light Daycare, located in Sarnia, Ontario (the “**Centre**”). Between on or about January 2019 and August 2019, the Member was responsible for supervising children in the Centre’s preschool room
2. On or about August 8, 2019, the Member engaged in the following conduct towards three pre-school aged children:
  - a) During circle time, the Member grabbed E.B., an almost 4 year boy (“**EB**”), by both of his arms, lifted him off the ground so EB’s arms were by his ears, and moved him a couple of feet to a cot. The Member forced EB onto the cot face first, causing EB’s face to hit the cot.
  - b) Later, during quiet time, when placing EB on a cot in the corner of the room, the Member grabbed EB by one arm and a leg and flipped from a seated position to lay on his stomach. The Member then placed a weighted pad on EB. She continued holding the weighted pad on EB, and restrained EB until he stopped crying and struggling approximately a minute later.
  - c) During circle time, the Member forcefully grabbed K.C-H., an almost 3 year old girl (“**KCH**”), by her upper arms, pulled KCH towards the circle and tried to make her dance to the music. When the Member let go of KCH’s arms KCH appeared scared and moved away from the Member towards the wall. As a result of the Member’s actions, KCH sustained red marks on her arm.
  - d) During one of the transitions, the Member grabbed B.M., an almost 3 year old boy who was partially deaf and non-verbal (“**BM**”), and pushed him towards the wall.
3. Between on or about January 2019 and August 2019, the Member engaged in the following conduct towards EB:
  - a) The Member frequently yelled at EB, causing him to be fearful and upset.

- b) The Member often spoke negatively about EB in his presence and picked on him, causing him to feel badly.
  - c) The Member instructed other staff in the room not to comfort EB, stating he was only demanding attention.
4. Between on or about January 2019 and August 2019, the Member also engaged in the following conduct towards BM:
- a) On multiple occasions, during nap time, if BM did not lay on his stomach, the Member aggressively grabbed BM by his arm and leg and flipped him onto his stomach, even though BM resisted.
  - b) During transition time, on multiple occasions, the Member would whip BM around by grabbing him by the wrist and hand and forcing his hand against the wall. This caused BM to become upset, and he would scream and yell.
  - c) On one occasion, the Member shoved BM to sit down.
  - d) In the beginning of August 2019, on several occasions, the Member roughly yanked BM at the Centre's yard and in the bathroom, sometimes causing BM to stumble from being pulled too hard by the Member.
5. Between on or about January 2019 and August 2019, the Member also engaged in the following conduct towards the pre-school aged children in the room:
- a) On a daily basis, during nap time, the Member forced children to lay on their stomachs. When children tried to position themselves on their backs or sides, the Member grabbed them by one arm and one leg, lifted them off the cot and flipped the children so that they lay face down on their stomachs.
  - e) On multiple occasions, the Member lifted children up by their wrists and dropped them onto their cots, in a manner that caused staff to be concerned that the children could become injured.
  - f) On a daily basis the Member yelled at children while standing very close to their faces. This often caused the children to cry.

- g) On multiple occasions the Member forced the children to look at her while she was yelling at them by grabbing their faces. This caused the children to hit the Member or to push her away, and tell her they do not like that.
  - h) On multiple occasions the Member spoke negatively about children to other staff, in the children's presence, and picked on children until they cried.
  - i) On multiple occasions, when children sought attention and comfort from other staff, the Member yelled at them to leave the staff alone.
  - j) On multiple occasions, between on or about June 2019 and August 2019, the Member grabbed KCH's arm and physically redirected her, while yelling at her. As a result, KCH would stop talking and withdraw in the Member's presence.
  - k) On multiple occasions the Member forced children to sit down on a bench, by grabbing them by the arms near the shoulders and firmly pushing them down. On several of these occasions there were marks left at the locations the Member grabbed.
6. By engaging in the conduct set out in paragraphs 2 – 5 above, the Member engaged in professional misconduct as defined in subsection 33(2) of the *Early Childhood Educators Act, 2007*, S.O. 2007, c. 7, Sch. 8 in that:
- a) The Member physically abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.1);
  - b) The Member verbally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3);
  - c) The Member psychologically or emotionally abused a child who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(3.2);
  - d) The Member failed to maintain the standards of the profession, contrary to Ontario Regulation 223/08, subsection 2(8), in that:
    - i. The Member failed to be knowledgeable about a range of strategies that support ongoing positive interactions with children and families, contrary to Standard I.B.2 of the College's Standards of Practice;

- ii. The Member failed to engage in supportive and respectful interactions with children to ensure they feel a sense of security and belonging, contrary to Standard I.C.2 of the College's Standards of Practice;
  - iii. The Member failed to work in partnership with children, families and colleagues to create a safe, healthy and inviting environment that promotes a sense of belonging, well-being and inclusion, contrary to Standard III.C.1 of the College's Standards of Practice;
  - iv. The Member failed to know the current legislation, policies and procedures that are relevant to her professional practice and to the care and education of children, contrary to Standard IV.B.1 of the College's Standards of Practice; and/or
  - v. The Member failed to model professional values, beliefs and behaviours with children, families and colleagues, and/or she failed to understand that her conduct reflects on her as a professional and on her profession at all times, contrary to Standard IV.C.4 of the College's Standards of Practice.
- e) The Member acted or failed to act in a manner that, having regard to the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 223/08, subsection 2(10); and/or
- f) The Member acted in a manner that is unbecoming a Member, contrary to Ontario Regulation 223/08, subsection 2(22).