




Employer Reporting


Obligations


Under the *Early Childhood Educators Act, 2007*, employers are required to submit mandatory reports to the College of Early Childhood Educators regarding a member in the following circumstances:


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An employer terminates a member's employment, suspends a member or imposes restrictions on a member's duties for reasons of professional misconduct (s.49.1(1)).
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A member resigns their employment while the employer is currently engaged in an investigation into allegations of an act or omission by a member that would, if proven, have resulted in the termination of the member's employment, suspension of the member or the restriction of the member's duties for reasons of professional misconduct (s.49.1(3)).
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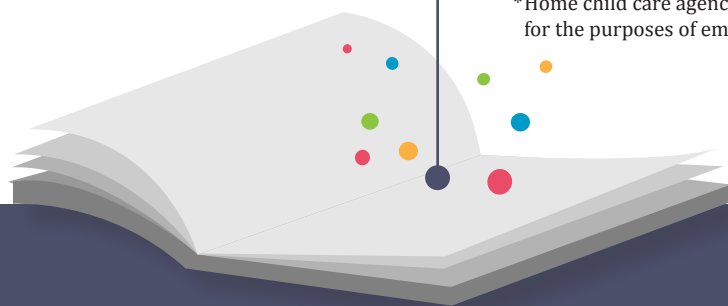
A member who is a current or former employee has been charged with or convicted of an offence under the Criminal Code (Canada) that, in the opinion of the employer, indicates that a child may be at risk of harm or injury (s.49.2(1)(b)).
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An employer intended to terminate a member's employment, to suspend a member or impose restrictions on a member's duties for reasons of professional misconduct but the employer did not because the member resigned their employment (s.49.1(2)).
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A member who is a current or former employee has been charged with or convicted of an offence under the Criminal Code (Canada) involving sexual conduct and minors (s.49.2(1)(a)).
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A member who is a current or former employee has engaged in conduct or actions that in the opinion of the employer should be reviewed by a committee of the College (s.49.2(1)(c)).

*Home child care agencies are deemed to be employers for the purposes of employer reporting obligations.



Employers have 30 days to file a report.



Employers do not need to wait to collect all of the relevant information before making a report to the College.



When an employer files a mandatory employer report they must at the same time provide the member with a copy of the report.



Additional information must be sent to the College within 30 days of filing the initial mandatory employer report.



Employers will be notified of any action taken by the College as a result of their mandatory employer report.



Members retain their membership status during an investigation. If they are in good standing, they may continue to work within the scope of practice.