

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

B E T W E E N:

COLLEGE OF EARLY CHILDHOOD EDUCATORS

- and -

SHERYL ANNE GRANT
RECE # 12764

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 **May 29, 2023** at **9:30 a.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.
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.

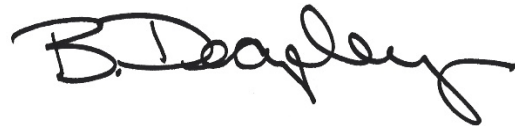
The Panel may also direct the Registrar to not carry out a direction made under paragraphs 1, 2 or 3 above for a specified period and to not carry out the direction at all if specified terms are met within that period. The Panel may specify the terms it considers appropriate, including but not limited 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. 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 26, 2023



Beth Deazeley
Registrar & CEO
College of Early Childhood Educators

STATEMENT OF ALLEGATIONS

SHERYL ANNE GRANT, RECE # 12764

1. At all material times, Sheryl Anne Grant (the “**Member**”) was a member of the College of Early Childhood Educators and was employed as an Early Childhood Educator (“**ECE**”) at Our Kids Child Care (the “**Centre**”) in Sarnia, Ontario.
2. On or about January 12, 2021, during the morning hours, the Member held the upper arm of a preschool-aged boy (“**Child 1**”) and forcefully pushed him towards a table.
3. Between around April 2021 and July 16, 2021, the Member engaged in the following conduct towards preschool-aged children and toddlers:
 - a. On multiple occasions, the Member aggressively picked up the chairs while children were sitting on them and pushed them into the table. The Member engaged in this conduct towards at least three children, including a non-verbal 4-year-old boy (“**Child 2**”), and a 3-year-old boy with delayed speech (“**Child 3**”).
 - b. On multiple occasions, the Member engaged in aggressive interactions with children during nap time, including as follows:
 - i. The Member pinned down Child 3.
 - ii. The Member flipped two 3-year-old boys (“**Child 4**” and “**Child 5**”) onto their stomachs, restrained their feet by “aggressively” placing blankets over them, and forcefully turned their heads. The Member also briefly held Child 4 and Child 5 down.
 - iii. The Member flipped a 2-year-old girl (“**Child 6**”) onto her stomach, restrained her feet by placing blankets over them, and forcefully turned her head. When Child 6 did not sleep, the Member yelled at her.
 - iv. The Member aggressively held and rocked a toddler-aged boy (“**Child 7**”) and put him forcefully on his cot when he would not sleep.

- v. During or around the week of July 5 to 9, 2021, the Member attempted to force a preschool-aged girl ("**Child 8**") to sleep by being aggressive, raising her voice, and forcefully holding Child 8 against the bed for 5 to 10 minutes. As a result of the Member's conduct, Child 8 was upset, screamed, and cried. After releasing Child 8, the Member said words to the effect of "I'm just so done with her".
 - c. On multiple occasions, the Member grabbed and/or shoved children, including forcefully putting them onto chairs.
 - d. Around the end of June 2021, the Member caused a 4-year-old boy ("**Child 9**") to hit his head off a bookshelf while flipping him over in his bed during naptime. Child 9 began to cry and said words to the effect of "ow, you're hurting me". The Member did not check whether Child 9 had been injured and told him words to the effect of "you wouldn't get hurt if you went to sleep properly and stopped goofing around". Child 9 continued to cry for 5 to 10 minutes until he fell asleep.
 - e. The Member yelled at the children on multiple occasions.
 - f. The Member spoke in an inappropriate manner with a toddler-aged boy ("**Child 10**") and told him, among other things, that he was a "bad kid", or words to that effect.
4. On or about July 19, 2021, the Member engaged in the following conduct towards preschool aged children:
- a. The Member yelled at the children throughout the day.
 - b. The Member repeatedly grabbed children by their wrists, forcefully pulled them on to their beds, and/or aggressively forced children to sit on their beds.
 - c. On one occasion, the Member aggressively pulled a child "so that he couldn't keep up", causing him to trip. The Member then forcefully sat him on the bed and yelled at him.
 - d. The Member said "do you need new batteries in your hearing aids" to a child who did not require the use of hearing aids.

5. By engaging in the conduct set out in paragraphs 2 – 4 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).