



## **DECISION AND REASONS**

This matter was heard by a panel of the Discipline Committee (the “Panel”) of the College of Early Childhood Educators (the “College”) on October 27, 2023. The hearing proceeded electronically (by videoconference) pursuant to the *Early Childhood Educators Act, 2007*, S.O. 2007, c. 7, Sch. 8 (the “ECE Act”), and the College’s Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee.

At the outset, the Panel noted that the hearing was being recorded in the Zoom platform at the direction of the Panel for the hearing record, and ordered that no person shall make any audio or video recording of these proceedings by any other means.

## **PUBLICATION BAN**

The Panel ordered a publication ban following a motion by College Counsel, on consent of the Member, pursuant to section 35.1(3) of the ECE Act. The order bans the public disclosure, publication and broadcasting outside of the hearing room, any names or identifying information of any minor children who may be the subject of evidence in the hearing.

## **THE ALLEGATIONS**

The allegations against the Member were contained in the Notice of Hearing dated September 28, 2023, (Exhibit 1) which provided as follows:

1. At all material times, Amanjot Kaur Dhanoa (the “Member”) was a member of the College and was employed as an Early Childhood Educator at BrightPath Kids, located in Maple, Ontario (the “Centre”).

### **The Incidents**

2. Between on or about January 6, 2021 and January 12, 2021, the Member engaged in the following aggressive, forceful and/or demeaning conduct towards six toddlers whom she was responsible for supervising in the Centre’s toddler room:

- a. On multiple occasions, between on or about January 6 and January 11, 2021, the Member pinched Child 1's cheeks, shook their head and face, dropped them roughly in a chair, and pulled them backwards by the neck of their shirt.
  - b. On or about January 12, 2021, the Member slapped Child 2 on the side of their face and/or head, causing them to fall over on the ground.
  - c. On multiple occasions, between on or about January 8 and January 11, 2021, the Member dragged and/or pulled Child 3 by their legs, struck their back and arm, and covered their face with her sweater, holding their mouth shut while they cried.
  - d. On or about January 8, 2021, the Member lifted Child 4 off the ground and forcefully dropped them onto their buttocks / tailbone.
  - e. On multiple occasions, between January 11 and 12, 2021, the Member pinched Child 5 on their cheeks while forcefully shaking their head and face.
  - f. On or about January 12, 2021, the Member roughly pinched Child 6 on their cheeks while shaking their head back and forth.
3. On multiple occasions, on or about January 7, 8, 11 and 12, 2021, the Member further engaged in aggressive, forceful and/or demeaning conduct towards toddlers she was responsible for supervising. Among other things, the Member pulled and/or dragged children by their arms or clothing, forcefully grabbed and/or pinched children's ears and/or cheeks, knocked on a child's head with a closed fist, forced a child to remain in place by restricting their movement, and roughly repositioned children and/or removed items from them. On multiple occasions, the Member's conduct caused children to cry and/or be upset.
  4. On multiple occasions, between on or about January 4 and January 12, 2021, the Member observed M.V. (RECE) engage in aggressive, forceful and/or abusive conduct towards the toddlers in the Centre's toddler room. Among other things, the Member observed that M.V. pulled and/or dragged children by their arms or clothes, restrained a child during naptime and hit children on their head, causing the children to cry and be upset.
  5. Despite observing M.V.'s conduct, described in paragraph 4 above, the Member failed to do the following:

- a. She did not take steps to prevent the abusive conduct she observed from reoccurring and ensure the safety and well-being of the children in the toddler room;
- b. She did not report M.V.'s conduct to the Children's Aid Society ("CAS");
- c. She did not report M.V.'s conduct to the Centre's management, in contravention of the Centre's Duty to Report policy.

### **Criminal Court Proceedings**

6. On January 25, 2023, the Member pleaded guilty to and was found guilty of six counts of Assault, in relation to the incidents described in paragraph 2 above. The Member was sentenced to a 15-months conditional sentence. Additionally, the judge imposed a three years' probation and a DNA order.

### **Professional Misconduct Alleged**

7. By engaging in the conduct set out in paragraphs 2 to 6 above, the Member engaged in professional misconduct as defined in subsection 33(2) of the ECE Act 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 understand the importance of creating and maintaining positive relationships with families and colleagues to support children's well-being, contrary to Standard I.B.4 of the College's Standards of Practice;
- iii. 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;
- iv. The Member failed to ensure that in her relationship with families and colleagues, the needs and best interests of the child are her highest priority, contrary to Standard I.C.7 of the College's Standards of Practice;
- v. 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;
- vi. The Member failed to observe and monitor the learning environment and to take responsibility to avoid exposing children to harmful or unsafe situations, contrary to Standard III.C.2 of the College's Standards of Practice;
- vii. 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
- viii. 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.
- ix. The Member failed to report professional misconduct, incompetence and incapacity of colleagues which could create risk to the health or well-being of children or others to the appropriate authorities, including to the College in relation to conduct of another RECE, contrary to Standard IV.C.11 of the College's Standards of Practice;

- x. The Member failed to be knowledgeable about legislation, policies and procedures related to the *Child and Family Services Act*, contrary to Standard VI.B.4 of the College's Standards of Practice;
  - xi. The Member failed to comply with the *Child and Family Services Act* about her duty to report suspected child abuse and neglect to the CAS, contrary to Standard VI.C.8 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);
- f. The Member contravened a law, which contravention has caused or may cause a child who is under her professional supervision to be put or remain at risk, contrary to Ontario Regulation 223/08, subsection 2(21); and/or
- g. The Member acted in a manner that is unbecoming a Member, contrary to Ontario Regulation 223/08, subsection 2(22).

## **EVIDENCE**

Counsel for the College advised the Panel that agreement had been reached on the facts and introduced an Agreed Statement of Facts (Exhibit 2), which provided as follows:

1. The Member has had a certificate of registration with the College for approximately 3 years. She is currently suspended for non-payment of fees or penalties and does not have a prior discipline history with the College.
2. At all material times, the Member was employed as an RECE at the Centre.

## **The Incidents**

3. Between January 6, 2021 and January 12, 2021, the Member engaged in the following aggressive, forceful and/or demeaning conduct towards six toddlers whom she was responsible for supervising in the Centre's toddler room:

- a. On multiple occasions between January 6 and January 11, 2021, the Member pinched Child 1's cheeks, shook their head and face, dropped them roughly in a chair, and pulled them backwards by the neck of their shirt.
  - b. On January 12, 2021, the Member slapped Child 2 on the side of their face and/or head, causing them to fall over on the ground.
  - c. On multiple occasions between January 8 and January 11, 2021, the Member dragged and/or pulled Child 3 by their legs, struck their back and arm, and covered their face with her sweater, holding their mouth shut while they cried.
  - d. On January 8, 2021, the Member lifted Child 4 off the ground and forcefully dropped them onto their buttocks / tailbone.
  - e. On multiple occasions between January 11 and 12, 2021, the Member pinched Child 5 on their cheeks while forcefully shaking their head and face.
  - f. On January 12, 2021, the Member roughly pinched Child 6 on their cheeks while shaking their head back and forth.
4. On multiple occasions on January 7, 8, 11 and 12, 2021, the Member further engaged in aggressive, forceful and/or demeaning conduct towards toddlers she was responsible for supervising. Among other things, the Member pulled and/or dragged children by their arms or clothing, forcefully grabbed and/or pinched children's ears and/or cheeks, knocked on a child's head with a closed fist, forced a child to remain in place by restricting his movement, and roughly repositioned children and/or removed items from them. On multiple occasions, the Member's conduct caused children to cry and/or be upset.
  5. On multiple occasions between January 4 and January 12, 2021, the Member observed M.V. (RECE) engage in aggressive, forceful and/or abusive conduct towards the toddlers in the Centre's toddler room. Among other things, the Member observed that M.V. pulled and/or dragged children by their arms or clothes, restrained a child during naptime and hit children on their head, causing the children to cry and be upset.
  6. Despite observing M.V.'s conduct, described in paragraph 5 above, the Member failed to do the following:

- a. She did not take steps to prevent the abusive conduct she observed from reoccurring and ensure the safety and well-being of the children in the toddler room;
- b. She did not report M.V.'s conduct to the CAS;
- c. She did not report M.V.'s conduct to the Centre's management, in contravention of the Centre's Duty to Report policy.

### **Criminal Court Proceedings**

7. On January 25, 2023, the Member pleaded guilty to and was found guilty of six counts of Assault, in relation to the Incidents described in paragraph 3 above. The Member was sentenced to a 15-months conditional sentence. Additionally, the judge imposed a three years' probation and a DNA order.

### **Additional Information**

8. M.V. and P.K. (RECE) were present in the classroom and observed several of the Incidents described in paragraphs 3 and 4 above. Despite their observations, M.V. and P.K. did not intervene to ensure the safety and well-being of the children, and failed to report the conduct to CAS and the Centre's management.
9. The Incidents described in paragraphs 3 to 5 above were captured on video footage. They were discovered after the Centre's management watched a live stream on February 3, 2021, which prompted the review of further footage and the Centre's report to CAS.
10. The College is not aware of any physical marks or injuries to any of the children as a result of the Incidents.
11. CAS conducted a joint investigation with Halton Regional Police and verified that the Member engaged in physical maltreatment towards several children, resulting in risk that the children were likely to be harmed.
12. The Ministry of Education issued a Compliance Order against the Member for engaging in a prohibited practice.

13. Child 2's mother prepared a victim impact statement which highlighted the emotional distress she and her husband felt upon discovering the abuse Child 2 suffered, and the fear and anxiety she continues to experience when she drops off Child 2 at the Centre.
14. The terms of the conditional sentence and the probation order placed a significant restriction on the Member's ability to practice the profession of early childhood education. She was ordered not to be employed in a congregate care setting or involved in the care of children for remuneration, including any volunteer work.
15. The Member was terminated from her position as an RECE at the Centre as a result of the incidents described above.

### **Admissions of Professional Misconduct**

16. The Member admits that she engaged in and is guilty of professional misconduct as described in paragraphs 3 to 7 above, and as defined in subsection 33(2) of the ECE Act 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 understand the importance of creating and maintaining positive relationships with families and colleagues to support children's well-being, contrary to Standard I.B.4 of the College's Standards of Practice;

- iii. 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;
- iv. The Member failed to ensure that in her relationship with families and colleagues, the needs and best interests of the child are her highest priority, contrary to Standard I.C.7 of the College's Standards of Practice;
- v. 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;
- vi. The Member failed to observe and monitor the learning environment and to take responsibility to avoid exposing children to harmful or unsafe situations, contrary to Standard III.C.2 of the College's Standards of Practice;
- vii. 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
- viii. 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.
- ix. The Member failed to report professional misconduct, incompetence and incapacity of colleagues which could create risk to the health or well-being of children or others to the appropriate authorities, including to the College in relation to conduct of another RECE, contrary to Standard IV.C.11 of the College's Standards of Practice;
- x. The Member failed to be knowledgeable about legislation, policies and procedures related to *the Child and Family Services Act*, contrary to Standard VI.B.4 of the College's Standards of Practice;

- xi. The Member failed to comply with the *Child and Family Services Act* about her duty to report suspected child abuse and neglect to the CAS, contrary to Standard VI.C.8 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);
- f. The Member contravened a law, which contravention has caused or may cause a child who is under her professional supervision to be put or remain at risk, contrary to Ontario Regulation 223/08, subsection 2(21); and/or
- g. The Member acted in a manner that is unbecoming a Member, contrary to Ontario Regulation 223/08, subsection 2(22).

## **THE MEMBER'S PLEA**

The Member admitted to the allegations in the Agreed Statement of Facts.

The Panel received a written plea inquiry (Exhibit 3) which was signed by the Member. The Panel also conducted a verbal plea inquiry and was satisfied that the Member's admission was voluntary, informed and unequivocal.

## **SUBMISSIONS OF THE PARTIES ON LIABILITY**

The College submitted that the Member was guilty of professional misconduct, and that all of the allegations of misconduct contained in the Notice of Hearing were supported by the facts set out in the Agreed Statement of Facts.

College Counsel submitted that the facts demonstrate that during the period between January 6 and January 12, 2021, the Member engaged in forceful and aggressive conduct with children in the toddler room of the Centre, disregarding the children's physical, emotional and psychological well-being. It was further submitted that the Member also verbally abused children through her

demeaning conduct. Although the specific words used by the Member are not specified, the Member admits she engaged in verbal abuse.

College Counsel submitted that the Member caused children to cry and be sad and her conduct amounts to emotional abuse. The Member failed to support the sense of well-being, belonging, and safety of all the children in the room, and to work with other staff to make the children feel safe. The Member's conduct fell far below the expectations of RECEs and was completely inappropriate.

The Member failed to follow numerous Standards of Practice and the Centre's policies and expectations. College Counsel noted that the Member was also found guilty of criminal offences by a court. She contravened a law and this contravention placed children at risk.

In addition, the Member witnessed and failed to intervene in and report another RECE's misconduct and abuse, thus breaching her own obligation to ensure the children's safety and well-being. College Counsel further stated that the evidence demonstrated that the Member completely disregarded her responsibility to know and abide by legislation, policies and procedures relevant to her professional practice. The Member also failed to be knowledgeable about a range of strategies that support ongoing positive interactions with children.

College Counsel noted that there is no justification for physical force or verbal abuse as a mechanism for guiding children's behavior. College Counsel submitted that the Member's conduct failed to model professional values and behaviors to the children. She failed to model professional behavior and intervene when she witnessed other colleagues' unprofessional conduct. She failed to understand that as an RECE in the classroom, she is responsible for the children's safety and well-being. The College submitted that the Member's conduct in these instances was disgraceful, dishonorable, unprofessional and clearly unbecoming.

The Member agreed with the statement of facts and had no further comment.

## **FINDINGS AND REASONS FOR DECISION**

The Panel found that all the allegations set out in the Notice of Hearing are supported by the facts contained in the Agreed Statement of Facts presented by the parties. The Panel found that the

College met its onus and established that it was more likely than not that the Member engaged in the acts of misconduct as alleged.

The Panel accepted the Member's admission and found her guilty of professional misconduct as alleged in the Agreed Statement of Facts and the Notice of Hearing. Specifically, the Panel found that between January 6, 2021 and January 12, 2021, while the Member was employed at the Centre, she engaged in aggressive and forceful conduct and emotional abuse towards children in her care on multiple occasions. The Panel finds that as a result of this conduct, the Member physically, verbally, psychologically and emotionally abused children, and she failed to engage in supportive and respectful interactions with children under her care.

The Panel found that the Member engaged in physical maltreatment of children when on multiple occasions, the Member forcefully and aggressively grabbed children by their arms and wrists to get them to comply. The Member further engaged in the specified acts of misconduct when she pinched children's cheeks and pulled children's hair. The acts of misconduct were heinous and further included, on multiple occasions, the Member dragging and pulling Child 3 by their legs, striking their back and arm, and covering their face with her sweater, holding their mouth shut while they cried. On January 8, 2021, The Member further lifted Child 4 off the ground and forcefully dropped them onto their buttocks / tailbone. On multiple occasions, between January 11 and 12, 2021, the Member pinched Child 5 on their cheeks while forcefully shaking their head and face. The Panel found that the Member's conduct left lasting effects on the children and their families both psychologically and emotionally.

Additionally, the Member failed to comply and report witnessing abuse of children by another member. Members have a legal duty not to ignore abuse.

The Panel further found that the Member failed to model professional values, beliefs and behaviours with children and colleagues. The Member acted absolutely unprofessionally in the presence of colleagues. The Member's conduct and decision to not report the misconduct of another RECE exposed the children to additional, prolonged abuse. The Member failed to understand that her conduct was reprehensible and reflects on her as a professional and on her profession. Her conduct was disgraceful, dishonourable and unprofessional and unbecoming a member of the profession.

## **POSITION OF THE PARTIES ON PENALTY**

Counsel for the College provided the Panel with a joint submission from the parties as to an appropriate penalty and costs order (the "Proposed Order"). The parties submitted that the Panel should make an order as follows:

1. Requiring the Member to appear before a Panel of the Discipline Committee to be reprimanded within 60 days of this Order.
2. Directing the Registrar to immediately revoke the Member's certificate of registration.
3. Requiring the Member to pay the College's costs fixed in the amount of \$1,000, within 6 months of this Order.

Counsel for the College submitted that the Proposed Order was appropriate in the circumstances. The College noted that in the spectrum of abuse cases, this case represents conduct that is unusually cruel.

College Counsel submitted that the Proposed Order would send a message broadly to the profession and to the public at large that the Member's conduct was unacceptable and would not be tolerated. Counsel further submitted that it would discourage other RECEs from engaging in similar conduct and it would send a specific message to the Member that her conduct was unacceptable and protect the public by removing her from the profession. The Proposed Order was also within the range of penalties imposed in similar cases, including that relating to the Member's colleague, while taking into account the specific aggravating and mitigating factors of this case.

The College indicated that there were eight aggravating factors:

1. This abusive behaviour occurred repeatedly over a weeklong period and was not an isolated incident.
2. The young age of the children involved made them more vulnerable to the Member's conduct because children this age can neither defend themselves nor do they typically report the abuse.
3. There were multiple occasions where the Member used violence and force against the children.
4. The abuse included multiple children who were at risk of harm.

5. The Member's conduct was detrimental to the children's emotional well being.
6. The abusive conduct occurred in the presence of other children, and therefore eroded the sense of security for all children in the room.
7. The Member witnessed her colleague's abusive conduct and ignored it, breaching her obligation to ensure the safety of all children, which compounded her misconduct.
8. The Member's misconduct, along with that of her colleague, had an ongoing and profound impact on families, the Centre and other educators. One mother continues to experience fear and anxiety when leaving her child in care.

The College identified two mitigating factors:

1. The Member pled guilty and agreed to the joint submission.
2. The Member had no prior misconduct history with the College.

The College noted however, that despite these mitigating factors, revocation was the most appropriate penalty in these circumstances to restore trust in the profession and the College's ability to regulate RECEs and protect the public. The Member's conduct reflects negatively on the profession and erodes the public's trust in RECEs and the only way to restore this trust is the revocation of the Member's registration.

The College provided the Panel with three cases to reassure the Panel that the Proposed Order was consistent with the penalties imposed on Members who had engaged in similar misconduct including:

*College of Early Childhood Educators v. Diala Mahfouz, 2023 ONCECE 15*

*College of Early Childhood Educators v. Sheryl Anne Grant, 2023 ONCECE 6*

*College of Early Childhood Educators v. Magdelene Vasanthkumar, 2023 ONCECE 18*

The Member agreed to the joint submission and made no further submissions.

## **PENALTY DECISION**

The Panel accepted the joint submission on penalty and makes the following order as to penalty:

1. The Member is required to appear before the Panel to be reprimanded within 60 days from the date of the Order.
2. The Registrar is directed to immediately revoke the Member's certificate of registration.

## **REASONS FOR PENALTY**

The Panel understands that the penalty ordered should protect the public and enhance public confidence in the ability of the College to regulate RECEs. This is achieved through a penalty that addresses specific deterrence, general deterrence and, where appropriate, rehabilitation and remediation. The penalty should be proportionate to the misconduct.

In considering the joint submission, the Panel was mindful that a jointly proposed penalty should be accepted unless its acceptance would bring the administration of justice into disrepute, or it is otherwise not in the public interest. It is the Panel's conclusion that the Proposed Order addresses the principles of specific and general deterrence and ensures the confidence of the public in the ability of the College to regulate the profession and to protect the public.

The Member's conduct with several toddlers was abhorrent and reprehensible. The Member's multiple, repeated acts of physical abuse warrant ordering the Panel's most severe penalty available: revocation. Not only has the Member's conduct had a grave impact on children and parents, but it has also jeopardized the public's trust in the profession. The Member's revocation will serve as a specific and general deterrent, by sending a clear message to the Member and the profession that members must exercise sound professional judgment and must refrain from engaging in abuse and aggressive unwanted touching of children. Revocation will also serve to protect the public interest by removing the Member from being able to practice and to hold herself out as an RECE, thereby limiting the Member's access to children or potential victims of this kind of conduct.

The Discipline Committee has previously expressed concern at the increasing number of discipline cases involving physical abuse, and the Panel would like to express the same concern. It is the obligation of RECEs to treat all children with respect and dignity, and to create environments where all children can experience a sense of safety, belonging and inclusion. The Panel wishes to stress and reinforce that physical, verbal, emotional and psychological abuse will not be tolerated, and urges the College to continue seeking severe penalties in future cases involving such conduct.

The Panel also wishes to state that it was further concerned by the Member's failure to report the abuse she observed on the part of her colleague (although this may not be surprising given the abusive conduct that the Member herself was engaged in.) The Panel would like to strongly note that members of the profession must be aware of their legal and professional obligation to report abuse. Not to do so is unethical, immoral and illegal. Further, the Panel calls on the College to severely sanction those who witness abuse and fail to report.

### **ORDER AS TO COSTS**

Subsection 33(5)(4) of the ECE Act provides that in an appropriate case, a panel may make an order requiring a member who the panel finds has committed an act of professional misconduct to pay all or part of the College's legal costs and expenses, investigation costs and hearing costs.

The parties are in agreement with respect to costs and the amount of costs to be ordered. The Panel agrees that this is an appropriate case for costs to be awarded and the amount proposed by the parties is reasonable.

The Panel orders that the Member pay the College its costs, fixed in the amount of \$1000, to be paid within six months of the date of the Order.

**I, Lois Mahon, sign this decision and reasons for the decision as Chair of this Discipline panel and on behalf of the members of the Discipline panel.**

 RECE  
\_\_\_\_\_  
Lois Mahon, RECE, Chair

November 7, 2023  
\_\_\_\_\_  
Date