Dear XXX,

I am reaching out today to inform you that one of your students / teachers / employees, (insert name), is sharing false information, encouraging hate, and spreading racism and antisemitism online / in class.

Please note that in the interest of my personal safety, I expect that this matter be treated with the strictest of confidentiality as you pursue this further.

Ms. / Mr. (insert name) behaviour would be repulsive enough on its own for someone aspiring to be a role model for young people through his / her work, however, this individual has gone even further by (insert specific sentence as to what they have done).

With the Jewish population being the most targeted group in Toronto for hate crimes, [as reported by the Toronto Police Service](https://www.torontopolice.on.ca/publications/files/reports/2020hatecrimereport.pdf), and in the wake of such horrific crimes such as the Texas hostage taking, the Poway Synagogue shooting and the murders at the Tree of Life Synagogue, I implore you to consider the damage of comments like the ones Ms. / Mr. (insert name) has made can do on young, impressionable students. (IF APPLICABLE, CAN INCLUDE: ‘Especially if they plan on teaching our youngest and most vulnerable students in JK/SK.’)

It is critical that our schools be a safe place for students of all backgrounds. As a Jewish parent with school-aged children, I cannot imagine my children being placed in a classroom led by an individual who (has no respect for the tragic history that happened only a few decades ago years ago / spreads hate and antisemitism), (for social media, add the following: and is willing to use their platform to spread antisemitism and misinformation).

If something was posted online: While I am aware that this was posted on their personal platform, I also know that this individual plays a critical role in the development of our future leaders.

FOR ECE, use the following paragraph:

The values of Inclusion and Respect, outlined by the College of Early Childhood Educators state: that creating an environment of belonging, in which diversity and differences are welcomed and valued, while the values of integrity and fairness state that firm adherence to moral and ethical principles; making the right decisions. Ms. / Mr. (insert name) has shared Antisemitic hateful remarks online.

Ms. / Mr. (insert name)’s actions also violate the College of Early Childhood Education principles stated in Standard III: Safety, Health and Well-Being in the Learning Environment, and Standard IV: Professionalism and Leadership.

For TEACHERS, use the following:

According to the Ontario College of Teachers (OCT), hateful remarks and behaviour constitutes professional misconduct.  Its [standard of practice](https://www.oct.ca/-/media/PDF/Standards%20Poster/OCTStandardsFlyerENPUBLISH.pdf) states,  “... teachers have a position of trust and must demonstrate responsibility in their relationships with students, parents, guardians, colleagues, educational partners, other professionals, the environment and the public.” Ms. / Mr, (insert name), an Ontario teacher, has shared the following hateful, antisemitic remarks online: (insert what they have said and done).

The ethical standards set out by OCT address the ethical responsibilities, knowledge and commitments of educators.  Care, respect, trust and integrity are all principles which educators are guided by, and “...members of the teaching profession honour human dignity, emotional wellness and cognitive development.  In their professional practice, they model respect for spiritual and cultural values, social justice, confidentiality, freedom, democracy and the environment” (OCT, 2020).  It is clear, Ms. / Mr. (insert name) is not meeting the ethical standards and his / her behaviour constitutes [professional misconduct](https://www.ontario.ca/laws/regulation/970437).

As the Ontario College of Teachers Act includes “making remarks or engaging in behaviours that expose any person or class of persons to hatred on the basis of a prohibited ground of discrimination under Part I of the Human Rights Code,” it is the responsibility of the College to investigate Ms. / Mr. (insert name)’s online behaviour.  OCT has committed to supporting inclusion, diversity and addressing systemic racism by providing licensed teaching professionals with guides of practice and undergoing bias and anti-racism awareness training. Ms. Nicole van Woudenberg, OCT, Chair of College Council has stated, “...we are taking important steps to further protect students and eradicate systemic racism.” She has also pledged that there will be tougher penalties for unwanted and unnecessary behaviour by teachers.

Furthermore, the Supreme Court of Canada defines an expression of hatred as something that is, “ likely to expose a person or persons to detestation and vilification on the basis of a prohibited ground of discrimination.”  The Ontario College of Teachers applies this to conduct and / or remarks by anyone inside or outside the classroom, on duty or off, and via electronic means (OCT, 2020).  Finally, as indicated by the College, “allegations of hatred will be subject to the College’s established practice of investigation and, if warranted, public hearing and resolution” (OCT, 2020).

At a minimum, I believe that additional Holocaust education and education about antisemitism is required and should be a prerequisite for readmission.

I look forward to your reply, and to your proposed course of action to deal swiftly with this matter.

Best,

XXX