

**DISCIPLINE COMMITTEE OF THE
ONTARIO COLLEGE OF TEACHERS**

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

FRANK ANTHONY FERRANTE, OCT

NOTICE OF HEARING

THE INVESTIGATION COMMITTEE OF THE ONTARIO COLLEGE OF TEACHERS, pursuant to section 26, subsection (5) of the *Ontario College of Teachers Act, 1996* (the "*Act*"), Statutes of Ontario, 1996, chapter 12, has directed that the matter hereinafter described regarding the conduct or actions of Frank Anthony Ferrante, Certificate No. 496188, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Frank Anthony Ferrante is guilty of professional misconduct as defined in the *Act* in that:

- (a) he committed acts that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 437/97, subsection 1(18);
- (b) he engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Frank Anthony Ferrante (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member was employed by the Hamilton-Wentworth District School Board (the “Board”) as a teacher at [XXX]School (the “School”) in Waterdown, Ontario.
3. At all material times, Colleague 1, Colleague 2, Colleague 3, Colleague 4 and Colleague 5 were female teachers at the School.
4. In or around the fall of 2015, the Member made comments and/or engaged in conduct towards Colleague 1 that he knew or ought to have known was unwelcome, including when he:
 - (a) made comments about Colleague 1’s clothing and/or her hair;
 - (b) said to Colleague 1 words to the effect of, “Your ass looks great in those pants”;
 - (c) while running behind Colleague 1 during a run, said that he “liked the view from here” or words to that effect.
5. In or around December 2021, the Member interrupted a meeting between Colleague 1 and the Principal in the Principal’s office and in an aggressive or accusatory tone towards Colleague 1 said that he did not have room to teach his dance class.
6. Between in or around November 2016 and October 2020, the Member made comments and/or engaged in conduct towards Colleague 2 that he knew or ought to have known was unwelcome, including when he:

- (a) between November 2016 and March 2017, while Colleague 2 was in a classroom with another teacher, entered the classroom and told the other teacher to leave so he could be alone with Colleague 2 and “make out” with her;
 - (b) on a PD Day in the fall or winter of 2018-2019, using a flirtatious tone said words to the effect of, “I like your butt”;
 - (c) in late October 2020, asked Colleague 2 if she was supposed to be a “sexy cat”, referring to the costume she was wearing at School for Hallowe’en.
7. Between in or around the fall of 2017 and June 2022, the Member made comments and/or engaged in conduct towards Colleague 3 that he knew or ought to have known was unwelcome, including when he:
- (a) made comments about Colleague 3’s hair or her clothing and/or told her she looked pretty;
 - (b) touched Colleague 3’s leg or arm while sitting beside her in gym class;
 - (c) hugged Colleague 3 in gym class and/or while she was alone in her classroom;
 - (d) in or about 2018 or 2019, after hearing Colleague 3 talking about photos she had taken of a bird called a “Blue-footed booby”, sent Colleague 3 a text message asking her to send him photos of her “Blue-footed [two melons emoji]”;
 - (e) on or about January 23, 2019, he:
 - (i) invited Colleague 3 to his classroom to show her his meditation area in the storage room;

- (ii) closed the door to the storage room while he and Colleague 3 were alone together inside;
 - (iii) put his arm around Colleague 3 and/or touched her leg;
 - (f) between on or about November 22 and November 25, 2019, sent Colleague 3 text messages including:
 - (i) “Not gonna lie. You looked super cute today [smile emoji]”;
 - (ii) “Whenever I see that an image is attached to your text, I get excited... then I open it and it [*sic*] a gif [forehead-slap emoji] [bare-teeth emoji]”;
 - (iii) “Hopefully you’ll surprise me soon [crossed-fingers emoji] [crossed-fingers emoji] [clenched-teeth emoji]”;
 - (iv) “Surprise me [wink emoji] [grin emoji]”;
 - (g) on or about February 20, 2020, sent Colleague 3 a text message asking her about her bathtub and/or suggesting she should surprise him with a photo of herself;
 - (h) on or about April 17, 2020, sent Colleague 3 a text message with a sad-face emoji after Colleague 3 indicated that her husband was working from home.
8. Between in or around October 2021 and June 2022, the Member made comments and/or engaged in conduct towards Colleague 4 that he knew or ought to have known was unwelcome, including when he:
- (a) said words to the effect of, “I really liked your dress”;

- (b) said words to the effect of, “I really like your hair. You should do it like that more often”;
 - (c) said that he really liked her pants and/or asked her if she worked out or did squats, while staring at her buttocks;
 - (d) in the spring of 2022 when Colleague 4 asked him if he was going to complete the Principal’s Qualification Course, said words to the effect of “who told you that?” in an angry tone and/or slammed the door shut as he left the room;
 - (e) on or about June 30, 2022, when Colleague 4 asked him why he was placing boxes of his personal effects in her workspace, the Member:
 - (i) ignored Colleague 4’s question and/or said words to the effect of, “[Principal’s name] said” or “That’s how it is”;
 - (ii) invaded Colleague 4’s personal space by placing his boxes on a shelf directly above her while she was seated;
 - (iii) interrupted a meeting between Colleague 4 and the Principal in the Principal’s office, and in a firm or angry tone yelled at the Principal and Colleague 4 and/or accused Colleague 4 of intimidating or harassing him;
 - (iv) when the Principal directed the Member and Colleague 4 to act professionally, the Member left the office, slamming the door shut behind him.
9. Between in or around October 2021 and June 2022, the Member made comments and/or engaged in conduct towards Colleague 5 that he knew or ought to have known was unwelcome, including when he:

- (a) made comments about Colleague 5's hairstyle, her clothing and/or her legs;
- (b) interrupted Colleague 5 while she was teaching to comment on her hairstyle, clothing and/or her legs;
- (c) in or around November or December 2021, told Colleague 5 that he:
 - (i) spoke about her with Student A, a Grade [XXX] male student of Colleague 5's, who told him that he (Student A) thought Colleague 5 was "hot";
 - (ii) told Student A that only he (the Member) was allowed to speak about Colleague 5 in that manner;
 - (iii) thought the incident was funny;
 - (iv) made comments or compliments about Colleague 5's legs and/or dress in front of Student A;
- (d) one day between January and March 2022, when Colleague 5 declined a hug he offered her when she appeared upset, the Member:
 - (i) said words to the effect of, "now you can never ask me for anything again" and/or slammed the door as he left her classroom;
 - (ii) later that day when Colleague 5 entered the area between her classroom and the Member's classroom to retrieve a resource, the Member told her words to the effect of "get out" in a loud and/or hostile tone, in front of students;

- (iii) on another day, when Colleague 5 asked the Member if she could use a book that was in his classroom, he told her she was not allowed to use it.

THE DISCIPLINE COMMITTEE WILL HOLD A HEARING pursuant to sections 30, 32 and 32.1 of the *Act* to decide whether the allegations are true and whether Frank Anthony Ferrante is guilty of professional misconduct. A copy of the *Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee* (the “*Rules of Procedure*”) will be provided upon request and is also available on the College’s website.

THE DISCIPLINE COMMITTEE WILL HEAR THIS MATTER on a date to be determined after consultation between College Counsel and you or your counsel and fixed by the Tribunals’ Office.

YOU ARE ENTITLED TO BE PRESENT AT THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL. The hearing will be held electronically using audio or video conferencing equipment, pursuant to the *Rules of Procedure* and the *Statutory Powers Procedure Act*, R.S.O. 1990, c.S.22 (the “*SPPA*”).

IF YOU DO NOT ATTEND ON THE SCHEDULED HEARING DATE, THE DISCIPLINE COMMITTEE MAY PROCEED WITH THE HEARING IN YOUR ABSENCE AND YOU WILL NOT BE PROVIDED WITH ANY FURTHER NOTICE OF PROCEEDINGS.

IF YOU BELIEVE THAT AN ELECTRONIC HEARING OR ELECTRONIC SET DATE HEARING IS LIKELY TO CAUSE YOU SIGNIFICANT PREJUDICE, you must notify the

Tribunals' Office at 101 Bloor Street West, Toronto, Ontario, M5S 0A1. The Discipline Committee will then determine whether the hearing will proceed in person, electronically, in writing, or by a combination of these formats.

IF A DATE FOR THE HEARING AND/OR THE FORMAT OF THE HEARING ARE NOT AGREED UPON, THE DISCIPLINE COMMITTEE WILL CONVENE TO DEAL WITH THE PROCEDURAL MATTER OF SETTING A DATE AND/OR ESTABLISHING THE FORMAT FOR THE HEARING. The procedural hearing will be held electronically using audio or video conferencing equipment, pursuant to the *Rules of Procedure* and the *SPPA*.

YOU ARE ENTITLED TO BE PRESENT WHEN THE COMMITTEE CONVENES TO SET A DATE AND/OR FORMAT FOR THE HEARING AND TO BE REPRESENTED BY LEGAL COUNSEL. IF YOU DO NOT ATTEND BEFORE THE COMMITTEE TO SET A DATE AND/OR FORMAT FOR THE HEARING, THE DISCIPLINE COMMITTEE MAY PROCEED IN YOUR ABSENCE TO SET THE DATE AND/OR FORMAT. NOTICE OF THE HEARING DATE AND/OR FORMAT SET BY THE COMMITTEE WILL BE PROVIDED TO YOU IN WRITING AT YOUR LAST KNOWN EMAIL ADDRESS AS SHOWN IN THE RECORDS OF THE COLLEGE.

IF THE DISCIPLINE COMMITTEE FINDS YOU GUILTY of professional misconduct, you are liable to the penalties set out in section 30 of the *Act*.

A MEMBER whose conduct is being investigated in proceedings before the Discipline Committee may examine before the hearing any written or documentary evidence that

will be produced or any report, the contents of which will be given as evidence at the hearing. You or your representative may contact the office of Christine Lonsdale of

McCarthy Tétrault LLP, College Counsel in this matter, at Suite 5300, Toronto Dominion Bank Tower, Toronto, ON M5K 1E6, telephone 416-601-8019.

Date: February 9, 2026

Registrar's Signature

Linda Lacroix, OCT, M. Ed.
Registrar and Chief Executive Officer
Ontario College of Teachers
101 Bloor Street West
Toronto, ON M5S 0A1

TO: Frank Anthony Ferrante
[XXX][XXX]

AND TO: Cavalluzzo LLP
474 Bathurst Street, Suite 300
Toronto, ON M5T 2S6

Balraj Dosanjh, Counsel for the Member

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