

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

BETWEEN:

ONTARIO COLLEGE OF TEACHERS

and

CHANEL DAPHNÉ PFAHL

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 Chanel Daphné Pfahl, Certificate No. 677076, be referred to the Discipline Committee of the Ontario College of Teachers.

IT IS ALLEGED that Chanel Daphné Pfahl is guilty of professional misconduct as defined in the *Act* in that:

- (a) she failed to comply with the *Act* or the regulations or the by-laws, specifically section 26 of the by-laws, contrary to Ontario Regulation 437/97, subsection 1(14);
- (b) she engaged in an act or omission 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);

- (c) she engaged in conduct unbecoming a member, contrary to Ontario Regulation 437/97, subsection 1(19);
- (d) she failed to co-operate in a College investigation, contrary to Ontario Regulation 437/97, subsection 1(22).

PARTICULARS OF THESE ALLEGATIONS ARE AS FOLLOWS:

1. Chanel Daphné Pfahl (the “Member”) is a member of the Ontario College of Teachers.
2. At all material times, the Member maintained various social media platforms, including a personal public X account, on which she identified herself as a former high school teacher.
3. Between on or about April 13, 2022 and February 7, 2024, the Member posted content on various social media platforms sharing information about investigations by the College into her conduct, including the allegations and outcomes, including but not limited to the following:
 - (a) on April 13, 2022, wrote an article on Woke Watch Canada titled “Intimidation Masquerading as Virtue is Chilling Free Speech”;
 - (b) on July 7, 2022, published a video on her personal public YouTube account titled “Ontario Teacher Speaks Out Against Woke Ideology”;
 - (c) on March 14, 2023, wrote an article on Woke Watch Canada titled “The Ontario College of Teachers and Their Relentless Pursuit of Ideological Conformity”;

- (d) on August 19, 2023, published an article on her Substack channel titled “My Response to Yet Another Investigation by the Ontario College of Teachers”;
 - (e) on February 7, 2024, posted on her personal public X account the comment: “A bit of good news to share... The Ontario College of Teachers has come to a decision for both ‘investigations’ regarding tweets of mine that some activists complained about. I’ll receive an ‘oral caution’ for both on Feb 27th. What I should be getting is an apology, but I’m happy that the investigations will finally be over with & that my teaching license shall remain intact [praying hands emoji]”.
4. Between on or about April 11, 2023 and June 8, 2024, the Member posted content on her public X account, including but not limited to the following:
- (a) on May 3, 2023, in relation to two posts made on X on April 28, 2023 by Teacher A about a Math conference he was attending to share stories to “decoloniz[e] math practices and honou[r] Indigenous knowledges”, posted and / or reposted the following comments that she knew or ought to have known would cause her X followers and other X account holders aware of these comments, to post comments on X directed at Teacher A:
 - (i) “‘On Becoming a Good Ancestor in Mathematics Education.’ ‘A keynote address given in the [XXX]’s 50th anniversary conference. April 28, 2023”, and shared a first post made by Teacher A;
 - (ii) “Deleted tweet!”, and shared screenshots of the first post made by Teacher A that had been deleted;
 - (iii) “Did any of the speakers at this conference discuss how to teach math effectively, instead of making it about feelings, oppression, identity, etc etc etc? Remember ‘math’, with the numbers and stuff?”, and shared a second post made by Teacher A;

- (iv) “Another deleted tweet:”, and shared screenshots of the second post made by Teacher A that had been deleted;
- (b) on June 7, 2023, posted “Pride décor at@[XXX]SS”, along with a picture of a painting on an outdoor wall at [XXX] Secondary School (“[XXX]”) stating “Black Lives Matter” surrounded by the Pride rainbow, that she knew or ought to have known would cause her X followers and other X account holders aware of this post, to post comments that were directed at [XXX]’s X account;
- (c) on June 8, 2023, posted “You seem very triggered by this @[XXX]’s Vice-principal]. Are you not proud of your school’s pride décor?”, that she knew or ought to have known would cause her X followers and other X account holders aware of this post, to post comments that were directed at [XXX]’s Vice-principal’s X account;
- (d) on August 18, 2023, shared a thread she originally posted on X on November 14, 2022 that was the subject of a College investigation, and posted the following comments:
 - (i) “The Ontario College of Teachers is currently ‘investigating’ me for this thread:”;
 - (ii) “Yes! It’s a teacher”, after someone asked her if she knew who submitted the complaint;
 - (iii) “She was teaching in the [XXX] area at the time, and is now a gender consultant at the [XXX] public board”, and “Sorry, gender coordinator or something like that, not ‘consultant’”, after someone asked her, “Does it tell you who submitted the complaint?”;

- (e) on August 18, 2023, posted “I love spending my Friday night responding to complaints about my tweets so I can try to keep my teaching license. Lots of fun! Here are the allegations this time around”, and shared a screenshot of the allegations regarding her conduct in a College investigation;
- (f) on August 19, 2023, posted “My response” and shared a link to the article “My Response to Yet Another Investigation By The Ontario College of Teachers” that she wrote to respond to a College investigation;
- (g) on August 30, 2023, reposted a post made by [XXX]’s Vice-principal and wrote, “Here’s a VP at the largest school board in Canada, the @tdsb”, that she knew or ought to have known would cause her X followers and other X account holders aware of this post, to post comments directed at [XXX]’s Vice-principal’s X account;
- (h) on November 12, 2023, after re-posting a video made by Teacher B that had been deleted by Teacher B, posted the following comments that she knew or ought to have known would cause her X followers and other X account holders aware of these comments, to post comments directed at Teacher B’s X account:
 - (i) “His school’s twitter account has been deleted”;
 - (ii) “Staff directory gone”, with a screenshot of Teacher B’s school website and an error message;
 - (iii) “I believe [name of Teacher B] is his real name. Teaches in [XXX] apparently”;
 - (iv) “I recorded it before posting. I have added it to the thread. [thumbs up emoji]”, when someone commented the video was gone;

- (v) shared a screenshot of the Teaching Qualifications section of Teacher B's profile on the College's Public Register;
- (vi) shared a link to the video, which she posted and / or re-posted in the comments section of her post on several occasions;
- (i) on November 20, 2023, posted "I remember when a trans-identified female walked into a school and murdered 6 innocent people, three who were only 9 years old. #TransDayOfRemembrance";
- (j) on November 25, 2023, posted "Here's a poster made by students in the GSA at [XXX], a secondary school in Toronto (TDSB). 'It's important that we [at] [XXX] acknowledge that gender is a spectrum,' they write", that she knew or ought to have known would cause her X followers and other X account holders aware of this post, to post comments that were directed at [XXX]'s X account;
- (k) on November 28, 2023, shared information about a scholarship application workshop about scholarships and bursaries at the Peel District School Board for Black students, and wrote:
 - (i) "More racial discrimination @PeelSchools";
 - (ii) shared in the comments an image showing a character holding a colour chart, with the top part labeled "DON'T MATTER" with various light shades and the bottom part labeled "MATTER" with various darker shades, with the chart held in front of the character to determine where his skin colour was on the chart;
- (l) on January 14, 2024, posted "Identities are not always visible. For example, I identify as a black, Muslim, disabled person of fluid, non-binary gender essence, though some have told me they find some elements of this short

list surprising. Before I adopted these identities, dealing with life's challenges sometimes required personal accountability, responsibility, discipline, etc. Now that I know I am oppressed in so many ways, every problem I face is society's fault. It feels so good; what a relief";

- (m) on February 21, 2024, posted "Display from [XXX] School, Cambridge, Ontario. H/t @[XXX]", and pictures of a wall with different posters, including one titled "Accessing Gender Affirming Care";
- (n) on February 26, 2024, posted "Students teaching staff about 'microaggressions' last week at a @tdsb school", and attached pictures of what appeared to be teachers in a library listening to a presenter;
- (o) on February 27, 2024, before being cautioned in person by the College, posted:
 - (i) "Trying to decide what my pronouns are on this lovely Tuesday. Being cautioned by the Ontario College of Teachers this aft & feeling a little he/himmy";
 - (ii) "Joining momentarily. I hope I don't encounter any transphobia", with a photo of her computer screen showing "Your name – Chanel Pfahl (He/Him/They)";
 - (iii) after someone asked her what she was being cautioned about, posted "Some tweets. One was a thread about a lesson on transgenderism for elementary students and the other was a tweet about after school, online meetings for students of various identity groups at the OCDSB. They accused me of sharing 'links' to confidential meetings when there were no links in the screenshot I shared. [thumbs up emoji]";

- (iv) after someone asked her what “cautioned” entailed, posted “Being lectured on Zoom for a few minutes”;
- (v) after someone asked her if she could share the audio [of her caution], posted “Unfortunately not allowed to”;
- (p) on February 28, 2024, posted “Telling students to not be bullies is fine and all, but taking this ‘Pink Shirt Day’ opportunity to teach students about sexuality and the religion of gender is what it’s really about. Now deleted tweet from a vice-principal at the TDSB”, and shared a screenshot of the posts by the same vice-principal about the observation of Canada’s Pink Shirt Day that stated that the day was about homophobic and gender-based bullying, not just bullying in general;
- (q) on March 19, 2024, posted “A teacher at the Ottawa Catholic board calls this a ‘great infographic to begin the discussion on equity with kids.’ I call it communist propaganda”, and attached a screenshot of a post made by that same teacher showing a description of the terms “equality” and “equity”;
- (r) on March 19, 2024, shared a screenshot of an email sent by York University about their BIPOC scholarship and wrote, “Hello alumni [.] We want to establish a racist scholarship fund and we are seeking your help...”;
- (s) on March 20, 2024, posted “I think this piece is titled ‘On second thought, I’ll just go thirsty.’ High school in [XXX], Alberta”, and attached a picture of a drinking fountain under a painting of two hands clasped that read, “Queer Straight Alliance”;
- (t) on March 24, 2024, posted “Trying to book a medical appointment. No option to skip the pronoun question: we are all required to participate in this ludicrous charade. I selected ‘other’ [angry emoji]”, and shared a screenshot of two dropdown questions, “Sex Assigned at Birth” and “Identify As”;

- (u) on April 3, 2024, posted “‘White allies’ are not welcome to join this ‘safe and confidential’ ‘affinity space’ taking place at the [XXX] conference this Fri/Sat in Toronto. If you ‘identify as White,’ you can ‘continue [your] journey as an ally in another space.’ This is what racism looks like”;
- (v) on April 5, 2024, posted “Here they are teaching kids at [XXX] Public School (Toronto) to view straight white Christian males as the problem – the oppressive ‘dominant culture’ that needs to be dismantled. As a teacher, I am PROUD to say that I reject this hateful nonsense entirely. I believe all people are equal, and no child deserves to feel that their skin colour, sex, sexuality or religion makes them morally inferior or inherently oppressive. If the @OCT_OEEO wants to take my license because I refuse to support a racist, sexist ideology, they can go right ahead”, and shared pictures of a student’s school project;
- (w) on April 15, 2024, posted “Promoting racial segregation at the @sd43bc school district in Coquitlam, BC”, and shared a photo of a workshop on which she highlighted, “Please note this session is only open to BCTF [British Columbia Teachers’ Federation] members who identify as BIPOC”;
- (x) on April 16, 2024, posted “This sign was reportedly up at a @HaltonDSB school this year. What happened to secularism? H/t @[XXX]” and attached a photo of a paper on a door that stated that in observance of Ramadan, the learning commons room was a no food, no drink space during lunch;
- (y) on April 19, 2024, reposted a post made by the [XXX] inviting Black students from Grades 7 to 12 interested in veterinary career options to participate in a program and wrote, “Racist program.”;
- (z) on May 31, 2024, posted “‘Your gender is a FEELING,’ kids. What does that even mean? Nobody knows what it FEELS like to be a boy or a girl. You ARE one or the other [sic], that’s it. Imaginary gender souls don’t exist.

Grade 3 class in [XXX], Ontario”, and attached photos of a display stating, “SEX = BODY” and “GENDER = FEELINGS”;

- (aa) on May 31, 2024, reposted a post made by Stephen Lecce and wrote, “Why aren’t you doing anything about the racism is[sic] our schools (now called ‘anti-racism’)? Is it ok for a teacher to tell kids whites are privileged oppressors? Hello??? Anybody home????”, and attached pictures of a presentation about the meaning of the word “privilege”.
5. In or about the Fall of 2023, the Member made comments during episodes of the public podcast “Awake at the Wheel”, including but not limited to words to the effect of:
- (a) in an episode dated November 29, 2023, “I’ve been exposing a lot of what’s happening in schools. I know how it works, I know the way that teachers bring in this ideology and I just post a lot of examples from it. Usually, it’s because the teachers are proud of what they are doing, so they put it online. Then, I find it and I just share it, and I try my best to not even really comment on it. I, I [sic] mainly just put it out there for people to form their own opinions about what’s happening”;
 - (b) In an episode dated December 20, 2023, stated:
 - (i) “Like you said, something that the woke use [is] reputation damage that stuff, for sure. But I can just see how those woke people, not that they’re going to listen to this, because they never do, but if they do listen to this episode, they might be thinking, well, ‘isn’t that what Chanel does all day?’ Because I do. I post examples all day of teachers pushing ideology on their students or boards pushing ideology on their teachers or whatever the case may be. And I just want to point out that when I’m doing that, I’m not trying to ruin the reputation of a teacher, at all actually. What I’m doing is criticizing a

practice, a failing pedagogy, like the pedagogy, the way that they're going about something, what they're teaching. And in fact, I don't do as I said earlier, I don't even really criticize it that often. Sometimes it slips out because I can't help myself. But most of the time, I'm just pointing to what they've done. And my point is not to hurt them, it's not to ruin their life in any way. I'm actually convinced that these, most of the people, [...] the teachers, you know, who are teaching ten years ago, they were totally normal. And now there is this ideology. I think most of them are really well intentioned. And I think I was very similar to them just a few years ago, so why would I hate them. What I'm trying to do when I post this stuff is to wake up parents and the public and show them just, transparently, this is what's happening with your school system that you pay for with your taxes. And I wish that didn't have to come at the expense of some teachers. Sometimes you know they get piled on and stuff, but that is life, I guess. Not my intention";

- (ii) "I don't know how people are so convinced that my goal is to be hateful. What I want is for all kids to succeed in life and be happy and healthy at school and to be included. What I don't like is that we are imposing group identities, divisions, and we're teaching ideology as if it's fact, like, and obviously you would disagree with me on that because they think that it is factual that you are born with a gender identity. And if you feel that you're a boy, then you're really a boy and all of this. I disagree with that. I think that having studied biology, there are two sexes, male and female, and it's not because I hate someone who identifies as the other side, in fact, I feel a lot of compassion for them. I think they, they need help. They need help to accept the body that they're in. Just like an anorexic person would need to accept the body that they're in. We're not going to give them

liposuction to help them feel better. We're not going to, you know, give kids surgeries because they do not like the way they look";

- (iii) "I haven't gotten any hate mail from woke people in months. Months and months. They don't come after me anymore. And the reason is they know I could not care less. I'm not going to cave to them, I'm not going to apologize to them. And in fact, if they come after me, I'm probably going to look at... their Twitter page and I'm probably going to find out where they work and what they're teaching kids. And I'm going to... I'm going to show that to the world. And that might not be great for them."

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 Chanel Daphné Pfahl 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 416-601-7768.

Date: April 22, 2026

Registrar's Signature

Linda Lacroix, OCT, M. Ed.
Registrar and Chief Executive Officer
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TO: Chanel Daphné Pfahl
[XXX]
[XXX]

AND TO: The Democracy Fund
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