

2020/21 ANNUAL REPORT

PROTECTING
THE PUBLIC

SUPPORTING
SAFE PRACTICE

APRIL 1, 2020 TO MARCH 31, 2021



The College of Naturopaths of Ontario



Table of contents

About Us	3
Governance	4
Staff of the College	5
Letter from the Registrar	6
Registration and Examinations	7
Setting Standards	17
Quality Assurance	25
Professional Conduct	29
Discipline Committee	33
Holding the College Accountable	44
Communications	48
Summary Financial Statements	50
Our Volunteers & College Committees	54



Formal 2020–21 reports from our Statutory Committees are [available on our website](#) and were approved by our governing Council at its July 2021 meeting.

About us

PROTECTING THE PUBLIC. SUPPORTING SAFE PRACTICE.

The College regulates naturopaths in Ontario in the public interest. Our mandate is to support patients' rights to receive safe, competent, and ethical naturopathic care.

4 KEY FUNCTIONS OF REGULATION

1 Registering Safe, Competent, and Ethical Individuals

We establish requirements to enter the profession, set and maintain examinations to test individuals against these requirements, and register qualified individuals – individuals who have demonstrated that they can practise naturopathy safely, competently and ethically.

2 Setting Standards

We set and maintain standards of practice that guide our Registrants to ensure they provide safe, competent and ethical patient care and inform the public about what to expect from their naturopath.

3 Ensuring Continuing Competence

We create and manage a variety of continuing education and professional development programs to ensure naturopaths maintain their competency as a means of assuring the public that they will receive safe, competent and ethical naturopathic care.

4 Providing Accountability through Complaints and Discipline

We hold naturopaths accountable for their conduct and practise by investigating complaints and concerns and determining appropriate solutions, including disciplining naturopaths who have not upheld the standards.

When we do our job well, we have set rules that ensure safe care that benefits Ontarians; we have registered the right people who are qualified and committed to providing safe, competent and ethical care; we have ensured that our Registrants maintain their knowledge, skill and judgement; and we have held those who may have faltered to be accountable for their decisions.

Governance

2020–2021 COUNCIL

The College is governed by a board of directors referred to as a Council. The Council includes eight Registrants of the College elected throughout Ontario and seven Public members appointed by the Government of Ontario.

The Council performs three functions:

1. It ensures that the College fulfills its mandate set out in legislation.
2. It sets the strategic directions of the College and monitors the College's performance.
3. It appoints the Chief Executive Officer and monitors their performance against agreed upon priorities.



FIRST ROW (L to R):

Brenda Lessard-Rhead, ND, (Inactive); Asifa Baig; Shelley Burns, ND; Council Chair Dr. Kim Bretz, ND.

SECOND ROW (L to R):

Dean Catherwood; Council Vice Chair Sarah Griffiths-Savolaine; Paul Phillion, Jacob Scheer, ND; Lisa Fenton.

THIRD ROW (L to R):

Brook Dyson; George Tardik, ND; Jordan Sokoloski, ND; Jonathan Beatty, ND; Jennifer Lococo, ND.

Staff of the College¹

The day-to-day operations of the College are overseen by a group of dedicated and talented individuals.

Andrew Parr, CAE – Chief Executive Officer

Jeremy Quesnelle – Deputy CEO

Operations

Agnes Kupny, Director

Thussyanthi Pirabakaran, Finance Coordinator

Monika Zingaro, Administration Coordinator

Registration and Examinations

Erica Laugalys, Director

Sahrish Ali, Registration Manager

Maryam Katozian, Registration Coordinator

Marita Dias, Entry-to-Practise Coordinator

Tuyen Le, Examinations Coordinator

Anum Jamal, Examinations Coordinator

Professional Conduct

Natalia Vasilyeva, Manager

Rebecca McBride, Coordinator

Professional Practise

Dr. Mary-Ellen McKenna, ND (Inactive), Manager

Daniella Abate, Coordinator

Joseph Quo, Administrative Assistant

Communications

Ian D'Costa, Communications Officer

Victoria Calozet, Public Relations Officer

Assya Bounoua, Administrative Assistant

¹ As of September 1, 2021.

Letter from the CEO

On behalf of the Council and the staff of the College, I am pleased to present our 2020-2021 Annual Report. This report covers the period from April 1, 2020 to March 31, 2021, a timeframe that was both eventful and a remarkable period to work through.

Throughout this period, we asked ourselves: how can we adapt and change to accomplish our mandate while keeping public protection and safety at the forefront of our minds? The answer was to embark on an operations model that was entirely remote. Not only did all our staff work from home but so too did our many Council and Committee volunteers who are integral to the regulatory processes. While you might imagine that remote operations would result in people and systems becoming disconnected, the opposite turned out to be the case. Both volunteers and staff embraced the changes needed to keep the College fully operational and worked as a cohesive team from a distance.

Amid a global pandemic we saw a need to pull together not only as a team but as a profession as well. Our focus turned from purely regulating to acting as an important conduit for information between the Government of Ontario and the profession itself to ensure safe practise and protecting patients. We identified a financial crisis facing the profession and we acted to provide some financial relief in the form of reducing fees. The College recognized that the profession itself is an integral part of the regulatory process and without a vibrant profession, there is no regulatory authority.

Taking into account the difficulties and impositions of the pandemic, we adapted our processes to help Registrants, applicants and volunteers stay safe, including deferring some inspections and assessments as well as examinations that might have placed exam candidates and examiners alike in harms way.

On the other hand, let's not fool ourselves into thinking that this period has been all sunshine and rainbows because it surely has not been that way at all. Many people have suffered both financially and emotionally throughout this period. Tolerance levels has surely waned, and it is only by making a concerted effort that we can make our way back to where we were.

As you review this report, I would ask that you reflect on the successes that have been accomplished and the many individuals who have worked diligently to make it all happen, to keep a regulatory system operational in a time of great apprehension and tribulations. To everyone who played a role with the College this year, thank you for all that you have done. To the profession, thank you for working with us in this difficult time and continuing to demonstrate your high levels of professionalism in all that you do.



Andrew Parr, CAE
Chief Executive Officer
College of Naturopaths of Ontario




Registrations & Examinations

Registering Safe, Competent, and Ethical Individuals

Overview

This program area oversees:

- 
entry-to-practise examinations,
- 
initial registration (entry-to-practise),
- 
ongoing Registrant registration,
- 
post-registration examinations related to high-risk procedures, and
- 
professional incorporations.

Anyone using the title naturopath, naturopathic doctor, or naturopathe, or docteur en naturopathie in French, or who uses the abbreviation ND in English or D.N. in French, must register with us before practising.

Through this program area, we assess and verify the qualifications of people who apply to register as naturopaths in Ontario. We review their education, training and experience; and identify whether there are concerns about their conduct, character, or fitness to practise.

Candidates must also pass four entry-to-practise exams to be eligible for registration.

- 1 North American Biomedical exam (until May 15, 2021), OR Ontario Biomedical Exam (as of November 2020).
- 2 Ontario Clinical (Practical) Exams.
- 3 Ontario Clinical Sciences Exam.
- 4 Jurisprudence Learning Module.

Administered directly by the College

In addition, the College administers and maintains another set of voluntary exams that further protect the public. These exams ensure that naturopaths who include additional higher risk procedures in their practices are qualified to do so.

- The Ontario Prescribing & Therapeutics Exam is for those who want to prescribe, compound, dispense, and sell a drug, or inject a drug or substance.
- The Ontario Intravenous Infusion Therapy (IVIT) Exam is for NDs who want to provide intravenous infusion

therapy to patients. Naturopaths who wish to offer IVIT must pass both the Prescribing & Therapeutics Exam and the Ontario IVIT Exam.

The Registration & Examinations program area also oversees the process whereby a naturopath must obtain a certificate of authorisation from the College in order to become incorporated under the *Business Corporations Act* for the purpose of practising a health profession.

Entry-to-Practise Examinations

The College administers four Ontario-based exams. Together, the four exams are used to determine whether an individual has the knowledge, skill and judgment to practise safely, competently and ethically as a naturopath in Ontario.

The Clinical Sciences Examination is a mix of case-based and stand-alone questions, which test for clinical readiness and emphasise a candidate's ability to apply their knowledge and critical thinking. The Ontario Biomedical Examination is a series of stand-alone questions which tests foundational knowledge of body systems and their interactions, body functions, dysfunctions and disease states. The Ontario Clinical (Practical) Examinations are demonstration-based exams that assesses a candidate's

entry-level competencies in naturopathic manipulation, acupuncture, and physical examination/instrumentation. The Jurisprudence Exam is an online, open-book, learning-oriented module that focuses on the legislation, regulations and standards of practice for the profession in Ontario.

Following two unsuccessful attempts, candidates are provided with remediation to help them achieve success on their third and final attempt of the exam(s). Should a candidate fail to successfully pass the entry-to-practise examinations on their third attempt, they are required to complete an additional naturopathic program accredited by the (CNME).

Ontario Clinical (Practical) Exams Statistics

	2019-20	2020-21
Overall pass rate	81%	75%
Number who sat exam	128	75
Total passed	104 91 (1 st attempt) 13 (2 nd attempt)	62 57 (1 st attempt) 5 (2 nd attempt)
Failed*	24 5 manipulation 10 acupuncture 13 physical exam	13 9 manipulation 2 acupuncture 5 physical exam

* The failed modality breakdown factors in candidates who failed more than one modality in their examinations attempt.

Jurisprudence Exam Statistics

Enrolment in the Jurisprudence Exam decreased from 2019-20, on par with the decrease in those sitting entry-to-practise Clinical examinations in 2020-21 as a result of entry-to-practise exam cancellations due to COVID-19.

	2019-20	2020-21
Total passed	140	94

New entry-to-practise exams

In November 2020, the College launched the second of its two new entry-to-practise examinations, the Ontario Biomedical Examination, to replace the North American Biomedical Examination as a requisite entry-to-practise examination in Ontario; the first, the Ontario Clinical Sciences Examination, having launched in April 2019. Due to COVID-19 and subsequent exam cancellations resulting in candidates being unable to sit entry-to-practise examinations as scheduled, the full transition to the Ontario Biomedical exam was postponed, allowing applicants for registration to continue to use the North American Biomedical Exam for meeting entry-to-practise requirements until the extended exam transition deadline of May 15, 2021, as outlined in the College's Exam Transition Policy.

The Ontario Clinical Sciences and Ontario Biomedical Examinations are intended to work together, in conjunction with the Ontario Clinical (Practical) Exams and Jurisprudence Exam, to provide the College with a fulsome snapshot of an applicant's skills and knowledge to be able to provide safe, competent and ethical patient care.

Yardstick Assessment Strategies—a leading psychometrics firm—helped guide the development and continues to assist with the ongoing maintenance process and administration of both exams.

Exam pass marks are set through a psychometrically sound process called the "modified Angoff method", which accounts for the difficulty of exam content and an established profile of what a naturopath can be expected to know and be able to do at entry-to-practise. For quality assurance purposes, three separate rounds of scoring are done for each administered exam (one through psychometric software and two independently via psychometric experts) prior to the release of results.

Ontario Biomedical Exam Statistics

Two sessions of the Ontario Biomedical Examination occurred in this reporting period: November 2020 and March 2021.

To mitigate the impact of COVID-19 on the administration of the Ontario Clinical Sciences examination, the College offered the exam through a secure online exam delivery and proctoring platform during the reporting period. This platform allowed candidates to sit the examination from a personal home computer or laptop, rather than in-person at a testing center location.

2020–21

Overall pass rate	55%
Candidate	9
Total passed	5 4 (1 st attempt) 1 (2 nd attempt)
Failed	4

Ontario Clinical Sciences Examination Statistics

Two sessions of the Ontario Clinical Sciences Examination occurred in this reporting period: September 2020 and February 2021.

As with the Ontario Biomedical Examination, the Ontario Clinical Sciences Examination was offered online through the secure online proctoring and administration platform.

	2019–20	2020–21
Overall pass rate	53%	74%
Candidate	161	120
Total passed	86 4 (1 st attempt) 1 (2 nd attempt)	89 4 (1 st attempt) 1 (2 nd attempt)
Failed	75	31

Examination Appeals Committee

This committee of the Council develops policies and procedures governing the appeal process for College-administered examinations. It also reviews appeals filed by candidates related to failed entry-to-practice and post-registration examinations. An appeal can be filed in the event that an irregularity (e.g., a fire alarm sounds during a candidate's exam, or one candidate is not provided with the full amount of time that other candidates receive) occurred during the process of a candidate sitting the exam and not solely on a failing grade.

The Committee did not receive any appeals during this fiscal year.

Initial Registration (Entry-to-Practise)

The College maintains a three-part application process for initial registration as a naturopath in Ontario. The first part establishes a candidate's identity, the second queries whether they meet the requirements set out in regulations to enter into practise, and the third part ensures that the necessary insurance is in place and fees are paid to the College.

Completion of the initial registration process results in the College issuing a Certificate of Registration to the individual which allows them to establish a practice and call themselves a naturopath or naturopathic doctor. Every individual in Ontario who refers to themselves as such must be registered with us. This is the public's assurance that the person has demonstrated they can provide safe, competent and ethical care.

A positive decision to register an individual is made by the CEO of the College. However, if information comes forward during the application process that suggests that the applicant may not meet the entry-to-practise requirements, the application is referred to the Registration Committee for consideration.

	2019–20	2020–21
APPLICATIONS RECEIVED	84	72
CERTIFICATES ISSUED*	107	71

* The number of applications received and certificates issued may not always align due to when they were received, deferrals, and other mitigating factors.

REGISTRATION COMMITTEE

The Registration Committee, a committee of the Council, considers applications for registration referred to it by the CEO of the College where they:

- have doubts on reasonable grounds that the applicant fulfils the registration requirements;
- believe that a term, condition or limitation should be imposed on the applicant's Certificate of Registration; or
- propose to refuse the application.

The applications that are referred to the Registration Committee may be based on the following grounds:

- **currency** as to whether the applicant's knowledge and skills are sufficiently current, including when
 - an application is beyond the two-year timeframe required by the regulations,
 - examinations are completed beyond the two-year timeframe required by the regulation, and
 - the applicant exceeds the number of allocated attempts to complete a registration examination, as set out in the regulations; or
- **good character**, where the applicant's history indicates that they may not be governable or are unlikely to follow the rules set out by the College; or
- **physical or mental condition or disorder**, which may impact an applicant's ability to practise safely and professionally.

Referrals to the Registration Committee

2019–20

15

2020–21

6

Registration Committee Outcomes

The following summarises the outcomes of the matters referred to the Registration Committee by the CEO*.

	2019–20	2020–21
Certificate issued at application	5	2
Certificate issued after completing additional exams	7	0
Certificate issued with terms, conditions or limitations	2	0
Certificate issued after completing more education or training	5	4
Denied registration	-	0

* Includes applicants who were mandated to complete more than one requirement (e.g., exams and additional education) prior to issuance of a certificate.

Decisions of the Registration Committee, with the exception of a decision to direct the CEO to issue a certificate of registration, can be appealed to the Health Professions Appeal and Review Board. The Board is discussed in more detail on page 33.

REGISTRANTS OF THE COLLEGE

Registration renewal

In order to maintain their status as Registrants of the College, naturopaths must renew their registration every year, including paying an annual fee and providing important updates of information to the College.

There are two classes of registration:

1 General Class

active naturopaths in Ontario who practise a minimum of 750 hours over a three-year period; and

2 Inactive Class

naturopaths who do not currently practise the profession, including Retired Registrants, or those who do not practise in Ontario.

Retired Registrants may be entitled to Life Registration. This honourific title is granted by the Registration Committee to Registrants who meet specific criteria, including having held registration for 25 years or more and who are no longer practising.

Overall, there was a 1% increase in total Registrants in this fiscal year indicating relative stability in the longevity of the profession in Ontario.

Renewal statistics

On March 17, 2020, in response to the COVID-19 pandemic, a state of emergency was declared by Ontario government pursuant to the *Emergency Management and Civil Protection Act*. Considering the state of emergency and in recognition of the challenges faced by many Registrants as a result of COVID-19, the Council of the College granted relief measures in April which included extending the renewal payment deadline to September 30, 2020 and reducing registration fees by 40% for the 2020–21 fiscal year. **As of September 30, 2020 (the extended renewal date for the 2020 registration year) 97% of Registrants had renewed their registration, with submission of both their fee and the Information Return.**

As of March 31, 2021, 98% of Registrants had renewed their registration for the 2021 registration year, with submission of both their fee and the Information Return form.

	2019–20	2020–21
% renewed by March 31, 2021	54%	98%
# resignations	24	20
# revocations	8*	21

*As set out in section 16 of the Registration Regulation, a Registrant's certificate of registration is revoked on the day that is two years after the date on which it was suspended if the suspension has not been lifted.

Registration by class

(# of Registrants)

	2019–20	2020–21
General Class	1,516	1,531
Inactive Class	169	179
Life Registrants	19	23
TOTAL	1,704	1,733

Referrals to the Registration Committee

In addition to considering new applications for registration referred to it by the CEO, the Registration Committee also considers cases related to other criteria set out in the *Registration Regulation*. These include:

1. Registrants who wish to change their class of registration from Inactive to General where they have been inactive for more than two years; and
2. applications from Registrants for Life Registration.

	2019–20	2020–21
Class change	-	1
Life Membership	4	4
Reinstatement	-	19

POST-REGISTRATION EXAMINATIONS FOR EXTENDED SERVICES

These examinations are administered primarily to Registrants of the College who wish to perform the following high-risk procedures:

- prescribe, dispense, compound, sell a drug and/or administer a substance by injection; and/or
- administer a substance by Intravenous Infusion Therapy (IVIT).

In both cases, naturopaths are required to successfully complete an education program approved by the Council of the College and an exam approved or administered by the College. These requirements provide an added layer of protection for the public by ensuring the naturopath is able to perform these high-risk procedures safely, competently, and ethically.

Prescribing and Therapeutics Examination

This examination tests a candidate's competency to be able to develop, implement and monitor evidence-based therapeutic plans, including whether they have the relevant knowledge to use the drugs and substances listed in the tables of the College's *General Regulation*. In 2018, policy changes extended exam eligibility to NDs registered in another regulated Canadian jurisdiction and 4th year students enrolled in a CNME-accredited program in naturopathy.

9 Registrants met the *Standard of Practice for Prescribing* in 2020–21. In total, 773 Registrants, or about 45% the profession, have passed the exam since its inception in June 2014.

Enrolment in the examination decreased by 75% in 2020. Due to COVID-19, the June 2020 examination session was cancelled, and in October 2020, candidate registration was capped to maximum 36 candidates in order to follow provincial guidelines. Of the 35 individuals who sat the exam in 2020–21, 17 were enrolled in their fourth and final year of the educational program in naturopathy at the Canadian College of Naturopathic Medicine (CCNM); none of the candidates was registered to practise naturopathy in another regulated Canadian jurisdiction.

	2019–20	2020–21
Overall pass rate	70%	68%
Passed	95	24
Failed	41	11

Prescribing Exam failures by component

Written	20	9
Oral	17	6
Both	4	4

Some of the factors that contribute to passing this exam include:

- allowing the full three to six months of recommended time to complete the course and prepare for the exam;
- reading all questions fully, especially in the cases presented in the oral exam; and
- managing time to answer questions.

Intravenous Infusion Therapy Exam

Naturopaths who wish to perform Intravenous Infusion Therapy (IVIT) must meet two specific standards of practice.

1. [Standard of Practice for Intravenous Infusion Therapy \(IVIT\)](#), which is accomplished by successfully completing a College-approved IVIT course and the College's Ontario IVIT Examination.
2. [Standard of Practice for Prescribing](#), which requires successful completion of the Prescribing and Therapeutics Examination described above.

Both sessions of the IVIT Examination (scheduled for May 24, 2020 and December 6, 2021 respectively) were cancelled as a result of COVID-19.

PROFESSIONAL CORPORATIONS

Naturopaths may incorporate under the *Business Corporations Act* to practise a health profession. To do so, Registrants must apply for, and receive, a Certificate of Authorisation from the College. As this process includes both an application and evaluation process as well as an annual renewal of the Certificates, it is overseen by the Registration and Examinations area of the College.

Corporation applications data

	2019–20	2020–21
New applications	9	14
Approved	9	14
Denied	-	-
Closed for incompleteness	-	-

As of March 31, 2021, the College had issued a total of 86 Certificates of Authorisation for Naturopathic Professional Corporations.

	2019–20	2020–21
Renewals approved for existing corporations	63	72

THE PUBLIC & INFORMATION REGISTER: INFORMATION ABOUT ALL ONTARIO NATUROPATHS

This four-part online directory is an important source of information for the public, profession and stakeholders about naturopaths who are registered to practise in Ontario as well as the names of people who claim to be naturopaths but are not. The Register is updated in real time.

1. **[The Naturopathic Doctor Register](#)**
contains detailed information about all naturopaths registered with the College, including their registration type, status, practice information, and whether they have met the requirements to provide certain additional services.
2. **[The Professional Corporations Register](#)**
business corporations authorised by the College through which naturopathic services can be provided, including all naturopaths who hold shares or are directors and the name of the practice being operated by the Corporation.
3. **[The Intravenous Infusion Therapy \(IVIT\) Premises Register](#)**
identifies clinics where IVIT is offered, including whether a premises is registered with the College and authorised to provide IVIT at that location.
4. **[The Unauthorised Practitioner Register](#)**
lists people who are not registered with the College but who refer to and/or present themselves as naturopaths. Holding themselves out to be a regulated health professional is illegal.



—
Setting Standards

Setting Standards

The second of our four key functions is to set and maintain standards of practice of the profession that guide our Registrants to ensure they provide safe, competent and ethical patient care. Standards of practice also serve to guide and inform the public on what to expect from a naturopath in key areas of practice.

STANDARDS AND GUIDELINES FOR THE PROFESSION

The College has established and maintains 28 [standards of practice](#) including:

- *Therapeutic Relationships and Professional Boundaries,*
- *Requisitioning Laboratory Tests,*
- *Infection Control,*
- *Fees and Billing,*
- *Consent,* and
- *Advertising,* among many others.



The College has also established and maintains 11 [practice guidelines](#) to help Registrants and the public understand how the standards might best be implemented. Some key guidelines include:

- *Advertising,*
- *Conflict of Interest,* and
- *Sterile Compounding of Injectables,* among others.

REGULATORY GUIDANCE

The College’s Regulatory Guidance program responds to inquiries from naturopaths, the public and other interested parties such as insurance companies, other regulators and professional associations. The Program provides clarity about our regulations, standards of practice, guidelines and policies, and other elements related to the regulation of naturopathy in Ontario.

OF INQUIRIES RECEIVED

	2019–20	2020–21
 BY E-MAIL	1,037	897
	2019–20	2020–21
 BY PHONE	578	585
	2019–20	2020–21

In 2020–21 COVID-19 and telepractice were the issues most commonly asked about, followed by scope of practice, the Inspection Program, conflict of interest, fees and billing, patient visits, advertising, laboratory tests and registration related inquiries. New to the top 10 list this year are conflict of interest and registration related questions, replacing record keeping and Quality Assurance Program.

Top 10 Topics

	2019–20	2020–21
COVID-19	55	148
Telepractice	57	74
Scope of practice in Ontario	47	56
Inspection Program	77	46
Conflict of interest	29	36
Fees and billing	66	36
Patient visits	40	35
Advertising	55	33
Laboratory tests	39	31
Registration issues	23	31

The [Regulatory Guidance section](#) of our website houses a number of articles and information sheets about the issues either most commonly asked about by Registrants or issues the College wishes to highlight for both Registrants and the public.

Ongoing Review of the Standards and Guidelines

The Quality Assurance Committee is responsible for maintaining the standards of practice and guidelines for the profession.

In reviewing standards and guidelines for potential changes, the Committee considers changes to naturopathic practice and evolving patients’ needs. The Committee also creates new standards, often based on advice from other committees and programs. New standards and proposed changes to existing ones are circulated to College Registrants and other stakeholders for review and feedback. All feedback is carefully considered and final changes are brought forward to the Council of the College for review and approval.

Standard & Guideline Review Statistics

	2019–20	2020–21
Standards reviewed	6	2
Standards amended	6	1

This fiscal year:

- The *Standard of Practice for Infection Control* was reviewed and updated
- The Core Competencies were reviewed and not yet amended.

	2019–20	2020–21
Guidelines reviewed	2	-
Guidelines amended	1	-
Guidelines created	1	2

This fiscal year:

- A new Telepractice Guideline was created.
- A new COVID-19 reopening guideline was created.

Standards for Premises doing Intravenous Infusion Therapy (IVIT)

In addition to setting standards of practice for the profession, the College has established standards of practice governing clinics where IVIT is offered by naturopathic doctors. These standards are set through the Inspection Program that is established in the General Regulation made under the *Naturopathy Act, 2007*.

IVIT procedures include:

- compounding² drugs to make a customised therapeutic product for administering to a patient by IV injection, and
- administering a therapeutic product by IVIT.

The Inspection Program: Putting patient safety at the forefront

The College’s Inspection Program works to ensure the safety and quality of care for Ontarians who choose to access Intravenous Infusion Therapy (IVIT) from a naturopath. All premises where an IVIT procedure is performed must meet strict standards because of the added risk associated with this procedure. An IVIT procedure is one or both of administering a substance by IVIT and/or reconstituting, diluting, mixing, preparing or packaging a customized therapeutic product for a patient. The College enforces these standards through the inspection program.

The inspection program is set out in the General Regulation made under the *Naturopathy Act, 2007*. The Regulation requires that any new premises must successfully pass an inspection in order to provide IVIT procedures to patients. Additionally, the Regulation also required that all existing premises at the time the Regulation came into effect be

inspected before March 1, 2019. The College’s inspection program met this requirement. These premises will now be inspected every 5 years from the date of their initial inspection. None of these inspections were required this year.

Inspections Completed		
	2019–20	2020–21
Existing premises	—	—
New premises—Part I	24	14
New premises—Part II	26	18

A Part I inspection occurs once a clinic has been readied to open but before any IVIT procedures are performed. It includes a review to ensure that the program requirements that must be in place have been met in order to ensure that the clinic is fully prepared to perform IVIT procedures safely and competently.

A Part II inspection involves a review of the program requirements that can only be inspected once procedures have been performed. This includes the observation of the IVIT procedures performed at the premises (compounding for and/or administering IVIT) and a review of IVIT patient records.

Occurrence Reports

Under the Inspection Program, premises are required to report important information, referred to as Occurrence Reports, to the College. There are two type of occurrence reports, a Type One Occurrence Report, which is required when certain adverse reactions occur with patients and

Type Two Occurrence Reports, which contain statistical information about adverse reactions and is provided to the College annually.

A Type 1 occurrence is a negative outcome resulting from the administration of IVIT to a patient and includes:

1. The death of a patient at the premises after a procedure was performed.
2. The death of a patient that occurs within five days following the performance of a procedure at the premises.
3. Any referral of a patient to emergency services within five days following the performance of a procedure at the premises.
4. Any procedure performed on the wrong patient at the premises.
5. The administration of an emergency drug to a patient immediately after a procedure was performed at the premises.
6. The diagnosis of a patient with shock or convulsions occurring within five days following the performance of a procedure at the premises.
7. The diagnosis of a patient as being infected with a disease or any disease-causing agent after a procedure was performed at the premises, if the Registrant is of the opinion that the patient is or may have been infected because of the performance of a procedure.

All Registrants must report a Type 1 occurrence within 24 hours of learning about it.

Type 1 Occurrences Reported

Number 2019–20 2020–21

Any referral of a patient to emergency services within the 5 days following the performance of a procedure at the premises.

10 **13**

The administration of an emergency drug to a patient immediately following an IVIT procedure.

2 **1**

The death of a patient that occurs within 5 days following the performance of a procedure at the premises.

2 **2**

Procedure performed on the wrong patient at the premises.

1 **0**

Whenever a Type 1 occurrence is reported, the College collects relevant information and brings the matter before the Inspection Committee. The most serious cases involve the death of a patient within five days of an IVIT procedure. In both the current and prior years reported, the patients were receiving adjunctive care* from a naturopath at the premises for a terminal illness and their death was the result of their illness not the provision of IVIT.

In each of the Type 1 occurrence reports noted above, the Committee’s review determined that no further action was warranted. If this had not been the case, the Committee might have:

- ordered an inspection of the premises,
- directed the CEO to refer the report to the Quality Assurance Committee if the Inspection Committee believed that the knowledge, skill or judgement of the Registrant who performed the procedure was unsatisfactory; or
- directed the CEO to refer the report to the Inquiries, Complaints and Reports Committee if the Inspection Committee believed that the Registrant who performed the procedure committed an act of professional misconduct or may have been incompetent or incapacitated.

The ability of the Inspection Committee to refer matters to other regulatory processes within the College is an important way of fully integrating our various regulatory programs to provide public protection and ensure patient safety.

Type 2 Occurrences

All premises where intravenous infusion therapy (IVIT) procedures are performed are also required to track Type 2 occurrences and must report these to the College every year.

Type 2 occurrences are:

- Any infection occurring in a patient in the premises after an IVIT procedure was performed at the premises.
- An unscheduled treatment of a patient by a Registrant within five days after an IVIT procedure was performed at the premises.
- Any adverse drug reaction in a patient after an IVIT procedure was performed at the premises.

There was a 5% decrease in the number of premises reporting a Type 2 occurrence and a 7% decrease in the number of Type 2 occurrences reported. We attribute this to more patient visits being conducted via telepractice due to COVID-19 restrictions and fewer IVIT treatments performed, which must be done in person.

Type 2 Occurrences Reported	Number Reported	
	March 2, 2019– March 1, 2020	March 2, 2020– March 1, 2021
Infections occurring in a patient in the premises after an IVIT procedure was performed at the premises.	1	0
Unscheduled treatments of a patient by a Registrant occurring within five days after an IVIT procedure was performed at the premises.	5	9
Adverse drug reactions occurring in a patient after an IVIT procedure was performed at the premises.	126	114

* Adjunctive care is treatment that is in addition to other forms of care a patient is receiving.

Type 2 occurrence data is provided to both the Inspection Committee and the Council of the College for information purposes. The Inspection Committee considers the information in the context of any developing trends that may indicate that more information should be given to the premises and Registrants performing IVIT to address potential deficiencies. The information is also used in the context of reviewing the standards that govern premises with the intent of strengthening public safety.

Inspection Committee

The Inspection Program is supported by an Inspection Committee of IVIT-qualified naturopaths and a member of the public. The Inspection Committee reviews the inspection reports received by the College and assesses the outcomes from the reports. The Committee determines whether a premises is able to open or continue providing IVIT services. The Committee also receives information about Occurrence Reports and, in the case of Type 1 Occurrences, determines if additional follow up is necessary.

The Committee met 7 times during the reporting period and delivered 35 final outcomes (results) to new premises.

Inspection Outcomes

	2019–20 # of Premises	2020–21 # of Premises
Final outcome of a pass	48	35
Preliminary outcome of a pass with conditions and final outcome of a pass	10	30
Preliminary outcome of a pass with conditions and final outcome of a pass with conditions	2	5
Preliminary outcome of a pass with conditions, final outcome not delivered in 2018-2019 fiscal year	2	0
Preliminary outcome of a fail and a final outcome of a pass	0	0

PATIENT RELATIONS PROGRAM

A Patient Relations Program is mandated under the legislation governing the College and includes developing and delivering measures for preventing and dealing with sexual abuse of patients. It does so by:

- establishing educational requirements for Registrants;
- creating guidelines for conduct of Registrants with patients;
- training College staff; and
- providing information to the public.

The program is overseen by the Patient Relations Committee which includes Registrants and members of the public.

The Registrant and Patient guides were updated during the reporting period to incorporate amendments proposed by an expert in sexual abuse. The amendments included:

Registrant guide:

- Inclusion of the definition of a patient as described in the *Regulated Health Professions Act*;
- Inclusion that Informed Consent is clearly documented in situations where touch may include sensitive areas such as upper thigh, buttocks, breasts etc.;
- A specific reference noting that there is no such thing as patient consent to a sexual relationship; and
- Updated the penalties available to the Discipline Committee to align with the *Regulated Health Professions Act*.

Patient Guide

- Inclusion of the definition of a patient as described in the *Regulated Health Professions Act*;
- Additional information added to the Appropriate Touching section including that you can refuse consent and also request another person be in the room;

- Added specific references that sexual abuse is not the patient's fault;
- Added an additional section on the College's Counselling and Therapy Program and information about filing a complaint, including how to contact the College .

SCHEDULED SUBSTANCES REVIEW COMMITTEE

The Scheduled Substances Review Committee (SSRC) is a Committee of the Council. It oversees a process of continuous review of the regulations governing the drugs and substances that naturopaths may prescribe, dispense, compound, sell and inject, including by intravenous infusion therapy. The SSRC also oversees the review process surrounding the laboratory testing that naturopaths are authorised to use in their practice. The Committee makes recommendations to the Council and oversees consultations in this area on the Council's behalf.

At the direction of the Council the SSRC has been tasked with undertaking a review of the Scope of Practice of the profession. Staff of the College in discussion with the Chair identified several resources to be obtained and developed an initial approach to reviewing the Scope of Practice of the profession.

During the reporting period staff of the College met with representatives of the Ministry of Health to review the drug submission made by the Council in 2019. Staff, in conjunction with the Chair, have answered preliminary questions and provided additional information as requested by the Ministry regarding the Council's amendments to the schedules of the general regulation made under the *Naturopathy Act, 2007*.



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Quality Assurance

Quality Assurance

Ensuring continuing competence through education

Our Quality Assurance (QA) Program ensures that naturopaths stay current in order to provide quality care for Ontarians. The program also allows the College to help naturopaths improve their practice through remedial activities when needed. All naturopaths registered in the General Class (active status) must participate in the Program and demonstrate a commitment to ongoing learning and improvement.

The Quality Assurance Program is overseen by the Quality Assurance Committee, a committee that is mandated under legislation and appointed by the Council. The Committee includes Registrants and members of the public.

The Program has three components:

1. Self Assessment

This component helps naturopaths reflect on their skills with respect to the core competencies and standards of practice of the profession.

The Quality Assurance Committee’s Self-Assessment tool focuses on advertising, which includes an online questionnaire with interactive questions to help Registrants assess and amend their advertising where necessary. In 2020–21, 1,511 Registrants were required to complete the online self-assessment by March 31, 2021 (the end of the fiscal year). 589 Registrants completed their self-assessment by the deadline.

2. Continuing Competency and Professional Development

Practising naturopaths must participate in 70 hours of Continuing Education (CE) every three years, which can be obtained through a mix of Category A and Category B courses. Those who provide intravenous infusion therapy (IVIT) must complete an additional six credits of clinical learning. Registrants may also undertake additional credits that further their professional development.

CE Reporting

of Registrants required to report CE

402
(Group II)

449
(Group III)

% submitted CE logs by deadline

95%

99%

CE log extensions/amendments granted

10 of 19
requests

8 of 16
requests



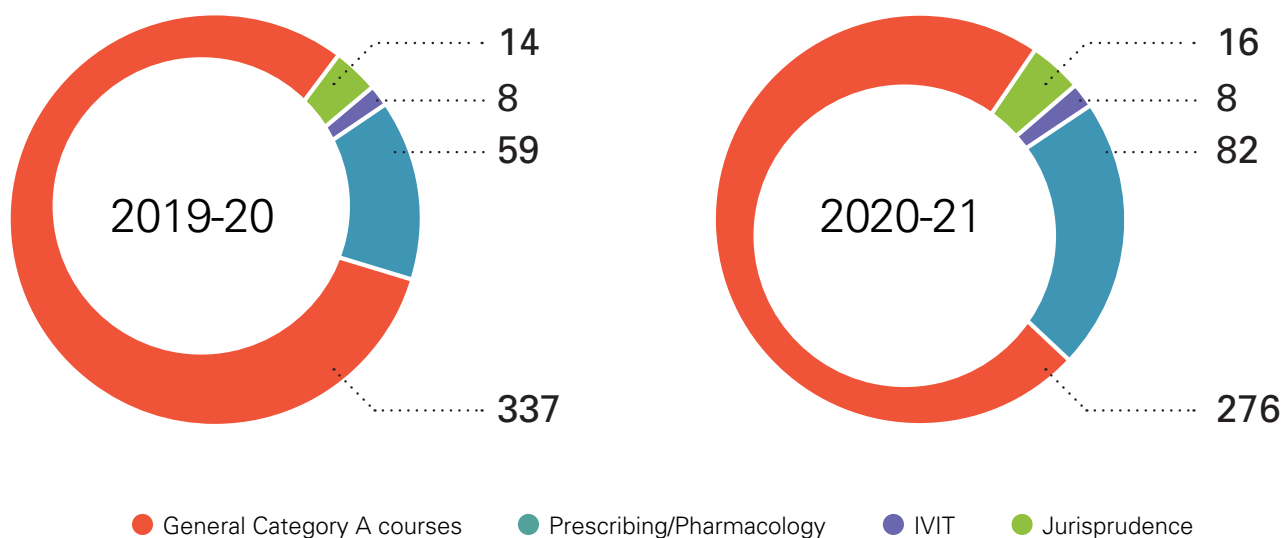
Category A—The College approves specific courses to be eligible for Category A Continuing Education (CE) credit. These courses are structured learning activities that address the core clinical competencies of the profession.

Category B—Registrants may also complete up to 40 credits of Category B credits as self-directed learning activities of any type and in any area the Registrant chooses. Category B activities are not pre-approved.

Number of approved Category A courses

	2019–20	2020–21
Category A credit applications received	418	509
% approved	74%	75%

Approved Category A courses by category

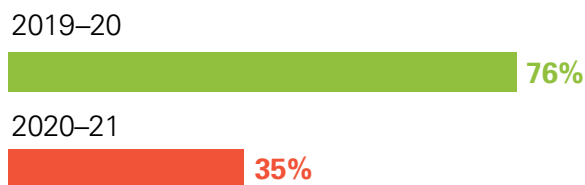


Course delivery modalities

Webinar



In-person/live



3. Peer and Practice Assessment

Each year a group of practising naturopaths is randomly selected to undergo an objective review of their knowledge and performance by trained assessors who are also practising naturopaths. However, the Quality Assurance Committee decided to suspend the Peer and Practice Assessment component of the Quality Assurance Program for this year due to the COVID-19 pandemic.

Peer and Practice Assessments may also occur on the recommendation of the QA Committee for Registrants who have failed to meet the Continuing Education requirements. Three Registrants were required to undergo a peer and practice assessment.

	2019-20	2020-21
Registrants randomly selected	75	-
Completed peer and practice assessments	64	3
Referred to the ICRC for non-compliance with the QA Program	1	-
Removed from the selection pool	10	-
Reasons for removal from selection pool		
Deferred	5	-
Changed class to Inactive	3	-
Resigned	2	-
Suspended for non-payment of fees	0	-
Outcomes of completed peer and practice assessments		
Demonstrated the knowledge, skill and judgment to meet the standards	55	-
Fell below the standards in at least one component of the assessment and were referred to the QA Committee	9	-
Outcome for Registrants who fell below the standards		
Registrant's submission to the QA Committee demonstrated deficiencies were adequately addressed and knowledge, skill and judgment is satisfactory.	4	-
Registrant resigned before QA Committee's final decision.	1	-
Registrant's submission is pending	4	-



— Professional Conduct

Professional Conduct

Accountability through Complaints and Discipline

Inquiries, Complaints and Reports Committee (ICRC)

The College receives complaints and reports about the practice and conduct of naturopaths. All complaints are investigated. With approval from the ICRC, the College CEO may also initiate investigations where reported information suggests reasonable and probable grounds to believe a naturopath may have engaged in professional misconduct or is incompetent. The results of investigations are considered by the ICRC which may take no action, order a range of educational or remedial activities, or refer a naturopath to the Discipline Committee or the Fitness to Practise Committee for a hearing.

[Our website includes anonymised summaries](#) of outstanding complaint and report investigations as part of our commitment to transparency. We are the first health regulatory College in Ontario to publish this kind of summary information.

ICRC Cases

	2019–20	2020–21
New Complaints Received	23	9
New CEO's inquiries initiated*	16	26
Matters closed	35	27

*Origins of Registrar's Inquiries

	2019–20	2020–21
Public inquiries	6	13
Matters reported by Registrants	1	0
Matters reported by other departments	7	3
Referral from ICRC to CEO	2	26
Referral from another regulator	0	1
Referral from the QA Committee	0	3

The ICRC took the following actions in response to the complaints/reports reviewed. All decisions made by the ICRC can be appealed to the independent Health Professions Review Board, which is discussed in more detail on page 32.

	2019–20	2020–21
TOTAL decisions	35	27
No further action	5	4
Letter of advice/Counsel	19	13
Oral Caution	2	5
Specified Continuing Education and Remediation Program (SCERP)	1	20
Acknowledgement & Undertaking	1	-
Referral to Fitness to Practise Committee	-	-
Referral to Discipline Committee	6	7
Frivolous and vexatious	1	0

Types of Complaints/ CEO's investigations before the ICRC

	2019–20	2020–21
Advertising	30	22
Inappropriate billing procedures	6	4
Inappropriate/unsatisfactory patient care	7	4
Practising outside their scope	7	13
Failure to comply with the Standard for IVIT/Injections	8	3
Sexual abuse, violation of professional boundaries	1	1
Failure to cooperate or comply with an order of Discipline Committee/ICRC	2	3
Practising while Inactive/Suspended	2	4
Record keeping	-	3
Lab Testing	-	3
Delegation	-	2
Harassment	-	1
QA Program comply	-	3
Failure to cooperate	-	3
Unprofessional, unbecoming conduct	-	1

Trends in the matters reviewed by the ICRC continue to be about the advertising of services that naturopaths are not authorised to perform, including Intravenous Infusion Therapy and cancer care. In addition to actions the ICRC may take in response to a complaint (including referring it to the Discipline Committee), we continue to provide naturopaths with additional guidance and information about this topic. This includes publishing advisories and providing additional guidance in our [newsletters](#) and [the College's blog](#).

To help Registrants identify areas of potential concerns within their own practice, we also publish Complaint Scenarios in our *iNformed* newsletter, including analysis of the allegations in question and summaries of Oral Cautions ordered by the ICRC.

**Investigation timelines:
Complaints/CEO's Reports**

	2019–20 # of days	2020–21 # of days
Average length	184	456
Shortest	62	70
Longest	591	2,102

The legislation governing the College requires that a complaint be completed within 150 days and, in cases where that timing cannot be met, the complainant, the Registrant and the Health Professions Appeal Board are notified every 30 days. The average investigation timeframe this year was affected by four sexual abuse investigations initiated in 2015–16 which were on hold until late 2018 pending receipt of the judgment in relation to a relevant criminal charge.

Investigation costs:

Complaints/Registrar's Reports

The cost of an investigation includes the College's legal expenses, investigators' fees (where formal investigator appointments are required), experts' fees, ICRC per diems and mailing costs.

	2019–20	2020–21
Average cost to the College	\$2,508	\$4,997
Highest cost	\$18,354	\$13,938
Lowest cost	\$108	\$187

ICRC & FITNESS TO PRACTISE

When information comes to the College's attention that a naturopath may be incapacitated, the CEO will make inquiries and report this information to a Health Inquiry Panel of the ICRC. After conducting inquiries into the naturopath's health, which may include requiring them to undergo independent medical examination, the Health Inquiry Panel may refer a matter to the Fitness to Practise Committee for incapacity proceedings. The ICRC may also refer a Registrant in the College's formal complaints process to a Health Inquiry Panel.

Incapacitated is defined in the Regulated Health Professions Act, 1991 as meaning that a Registrant is suffering from a physical or mental condition or disorder that makes it desirable in the interest of the public that the Registrant's certificate of registration be subject to terms, conditions or limitations, or that the Registrant no longer be permitted to practise.

The ICRC Conducted no health inquiries during the reporting period.



—
Discipline
Committee

DISCIPLINE COMMITTEE

When an investigation reveals that a naturopath may have demonstrated a serious lack of knowledge, skill or judgment in the provision of health care, or has seriously breached the Standards of Practice, allegations of professional misconduct or incompetence the matter may be referred to the Discipline Committee for a hearing. The Discipline Committee can order a range of penalties, including fines, a reprimand, suspension or revocation of a Registrant's certificate of registration.

The Discipline Committee is independent of the Council of the College although it is supported by many of the same Registrant and staff. This independence ensures that panels of the Discipline Committee are free from any direction by the Council or College when deliberating matters.

Informing the public

Information about upcoming discipline hearings is posted on our [website](#). Summaries of every discipline decision, and the reasons for them, are published in our quarterly newsletter, *iNformeD*, and included in every annual report. Copies of discipline Decisions and Reasons are posted on the [Public Register](#) and in both official languages on the [Discipline Outcomes webpage](#) indefinitely.

Discipline statistics

	2019–20	2020–21
Discipline hearings completed	4	7*
Findings of professional misconduct	4	7
Number of hearing days	4	10
Number of referrals from ICRC	6	7
Fitness to Practise hearings	-	-
Reinstatement hearings	-	-
Divisional court reviews	-	-

* 6 uncontested and 1 contested hearings. For the contested TR DC18-01 the committee held a 4-day hearing and issued a decision-making findings on some of the allegations. However, the penalty portion of the hearing was held in the next reporting period (May 2021).

Discipline hearings completed: 7

CONO & Leslie Ee (CONO file DC19-01)

The Registrant was found guilty of professional misconduct.

Hearing date: April 7th, 2020

CONO & Elvis Ali (CONO file DC20-01)

The Registrant was found guilty of professional misconduct.

Hearing date: July 16th, 2020

CONO & Helen Cohen (CONO files DC19-03)

The Registrant was found guilty of professional misconduct.

Hearing date: September 28th, 2020

CONO & Helen Cohen (CONO files DC19-04)

The Registrant was found guilty of professional misconduct.

Hearing date: September 28th, 2020

CONO & Taras Rodak (CONO file DC18-01)

The Registrant was found guilty of professional misconduct on some, but not all, of the allegations.

Hearing dates: October 5th-7th, 2020; November 16th, 2020

CONO & Yelena Deshko (CONO file DC19-05)

The Registrant was found guilty of professional misconduct.

Hearing date: December 7th, 2020

CONO & Anna Blaszczyk (CONO file DC20-03)

The Registrant was found guilty of professional misconduct.

Hearing date: March 19th, 2021

Costs: Discipline matters

Section 53.1 of the *Health Professions Procedural Code* provides that, in an appropriate case, a discipline panel may make an order requiring a Registrant who the panel finds has committed an act of professional misconduct, to pay all or part of the College's costs and expenses. The panel awards costs on a case-by-case basis.

The College incurred the following costs and expenses regarding the discipline matters completed in the reporting period:

CONO & Leslie Ee (CONO file DC19-01)

- Legal costs and expenses: \$27,175
- Investigation costs: \$4,304
- Hearing costs: \$3,152

Total cost to the College: \$34,631.

The Panel ordered the Registrant to pay the College's costs fixed in the amount of \$6,500, which amounted to 19% of the College's costs.

CONO & Elvis Ali (CONO file DC20-01)

- Legal costs and expenses: \$14,171
- Investigation costs: \$4,017
- Hearing costs: \$2,958

Total cost to the College: \$21,146.

The Panel ordered the Registrant to pay the College's costs fixed in the amount of \$6,400, which amounted to 30% of the College's costs.

CONO & Helen Cohen (CONO files DC19-03)

- Legal costs and expenses: \$18,746
- Investigation costs: \$7,040
- Hearing costs: \$3,227

Total cost to the College: \$29,013.

The Panel ordered the Registrant to pay the College's costs fixed in the amount of \$3,500, which amounted to 12% of the College's costs.

CONO & Helen Cohen (CONO files DC19-04)

- Legal costs and expenses: \$10,363
- Investigation costs: \$0
- Hearing costs: \$1,229

DC19-04 total cost to the College: \$11,592.

The Panel ordered the Registrant to pay the College's costs fixed in the amount of \$3,500, which amounted to 30% of the College's costs.

CONO & Taras Rodak (CONO file DC18-01)

The penalty hearing in this matter was completed in the next reporting period. Costs will be reported in 2021–22.

CONO & Yelena Deshko (CONO file DC19-05)

- Legal costs and expenses: \$29, 215
- Investigation costs: \$16,970
- Hearing costs: \$3,902

Total cost to the College: \$50,087.

The Panel ordered the Registrant to pay the College's costs fixed in the amount of \$11,000, which amounted to 23% of the College's costs.

CONO & Anna Blaszczyk (CONO file DC20-03)

- Legal costs and expenses: \$18,290
- Investigation costs: \$3,934
- Hearing costs: \$1,990

Total cost to the College: \$24,214.

No costs were awarded in this case. It was more important to the public interest that the Registrant could ensure she had the financial ability to purchase enduring (tail) professional liability insurance.

FITNESS TO PRACTISE COMMITTEE

The Fitness to Practise Committee conducts hearings when a panel of the ICRC refers matters to do with a Registrant's capacity. Mental health or substance abuse issues are examples of factors that may impact a naturopath's capacity to practise safely and competently and may result in a Fitness to Practise referral.

There were no referrals to the Fitness to Practise Committee during the reporting period.

UNAUTHORIZED PRACTICE

The College also receives information about individuals who are advertising as a naturopath or naturopathic doctor, or providing naturopathic services to patients. These individuals are not registered with the College and are called "unregulated" or "unauthorised" practitioners. They are practising illegally. In such cases, we issue cease and desist letters and may pursue legal action through the courts. We publish names of people who are not authorised to practise in the [Unauthorised Practitioner Register](#).

Cease and desist letters issued

2019-20

17

2020-21

18

Injunctions-granted:

1

DISCIPLINE DECISION SUMMARY

Full discipline decisions are available on in the online [Public Register](#) under the Registrant's profile and on the [Discipline Hearings page](#) of our website.

Dr. Leslie Yan Wan Ee, ND

Registration #0844

Hearing date: April 7, 2020

Summary of Allegations:

- Failing to comply with an order of the Discipline Committee and/or to carry out or abide by an undertaking given to the Board of Director of Drugless Therapy—Naturopathy.
- Performing and/or supervising intravenous therapy without having completed the Board therapy verification course and examination.
- Holding out as someone authorised to perform and/or supervise intravenous therapy.
- Delegating the controlled act of intravenous therapy to nurses.
- Signing or issuing, in his professional capacity, a document that the Registrant knows or ought to know contains a false or misleading statement.

Admission of Professional Misconduct

The matter proceeded with an agreement between the Registrant and the College as to the facts of the matter, an Agreed Statement of Fact (ASF), and an agreement on a proposed penalty and costs, a Joint Submission on Penalty and Costs (JSOPC). The parties submitted that the public was protected and the public interest was served because the Registrant had accepted responsibility for their actions and had agreed to an appropriate penalty which provided for specific and general deterrence, rehabilitation and monitoring.

Order

The Discipline Panel imposed an order:

1. Requiring the Registrant to appear before the Panel to be reprimanded immediately following the hearing of this matter.
2. Directing the CEO to suspend the Registrant's certificate of registration for a period of six months.
3. Directing the CEO to impose the following specified terms, conditions and limitations on the Registrant's certificate of registration:
 - a. Requiring that the Registrant unconditionally pass a course in ethics;
 - b. Requiring that the Registrant successfully complete the College Jurisprudence Course;
 - c. Requiring that the Registrant write an essay between 1,000–1,500 words in length on the following issue:
 - i. The lessons he learned during the investigation and hearing and in completing the ethics and Jurisprudence courses; and
 - d. Prohibiting the Registrant from performing and/ or supervising intravenous therapy.
4. Requiring the Registrant to pay the fine of \$350 to the Minister of Finance.
5. Requiring the Registrant to pay the College's fixed costs in the amount of \$6,500.

The Panel concluded that the proposed penalty was reasonable and in the public interest, and that it satisfied the principle of public protection.

Elvis Azad Ali (Resigned)

Registration #0617

Hearing date: July 16, 2020

Summary of Allegations:

- Commencing on or around April 30, 2019:
 - Failing to comply with an order of the Discipline Committee of the College.
 - Practising the profession while the Registrant's certificate of registration has been suspended.
 - Inappropriately using a title or designation, in particular using protected titles "Doctor", "Naturopath" and/or "ND" while the Registrant's certificate of registration has been suspended.
- Commencing in or about March 2016:
 - Contravening, by act or omission, the Conflict of Interest Standard of Practice and the Conflict of Interest Guideline, including but not limited to endorsing products using his professional status.
 - Failing to comply with an undertaking to the Board of Directors of Drugless Therapy— Naturopathy

Admission of Professional Misconduct

The matter proceeded with an agreement between the Registrant and the College as to the facts of the matter, an Agreed Statement of Fact (ASF), and an agreement on a proposed penalty and costs, a Joint Submission on Penalty and Costs (JSOPC). The parties submitted that the public was protected and the public interest served because the Registrant had accepted responsibility for their actions and had agreed to an appropriate penalty which provided for specific and general deterrence, rehabilitation and monitoring.

Order

The Discipline Panel imposed an order:

1. Requiring the Registrant to appear before the Panel to be reprimanded immediately following the hearing of this matter.
2. Directing the CEO to suspend the Registrant's certificate of registration for a period of four months.
3. Directing the CEO to impose the following specified terms, conditions and limitations on the Registrant's certificate of registration:
 - a. Requiring that the Registrant successfully complete, and at his own expense, the PROBE course in ethics and boundaries;
 - b. Requiring that the Registrant successfully complete, to the satisfaction of the CEO and at his own expense, the College's Jurisprudence course; and
 - c. Requiring that the Registrant write an essay between 500 and 1,000 words on the following issues:
 - i. The lessons he learned in completing the PROBE course;
 - ii. The lessons he learned in completing the Jurisprudence course; and
 - iii. The importance of adhering to the College's standards and orders of Committees of the College.
4. Requiring the Registrant to pay the fine in the amount of \$350 to the Minister of Finance.
5. Requiring the Registrant to pay the College's fixed costs in the amount of \$6,400.

The Panel concluded that the proposed penalty was reasonable and in the public interest, and that it satisfied the principle of public protection.

Helen Cohen (Suspended)

Registration #0709

Hearing date: September 28, 2020

Summary of Allegations:

- Providing false or misleading information to an Insurer in 2015 and/or 2017; and/or created false or misleading treatment notes and/or assessment notes.
- Conduct or an act relevant to the practice of naturopathy that, having regard to all the circumstances, would reasonably be regarded by naturopathic doctors as unprofessional or incompetent.
- Contravening standards of practice or guidelines of practice set by the Board of Directors of Drugless Therapy—Naturopathy, specifically, deal honestly with all patients, colleagues, public institutions and legal bodies, and refrain from giving any false, incomplete or misleading information.

Admission of Professional Misconduct

The matter proceeded with an agreement between the Registrant and the College as to the facts of the matter, an Agreed Statement of Fact (ASF), and an agreement on a proposed penalty and costs, a Joint Submission on Penalty and Costs (JSOPC). The parties submitted that the public was protected and the public interest was served because the Registrant had accepted responsibility for their actions and had agreed to an appropriate penalty which provided for specific and general deterrence, rehabilitation and monitoring.

Order

The Discipline Panel imposed an order:

1. Requiring the Registrant to appear before the Panel to be reprimanded immediately following the hearing of this matter.
2. Directing the CEO to suspend the Registrant's certificate of registration for a period of four months.
3. Directing the CEO to impose the following specified terms, conditions and limitations on the Registrant's certificate of registration:
 - a. Requiring that the Registrant unconditionally pass the PROBE ethics course, which is to be taken at their own expense;
 - b. Requiring that the Registrant successfully complete, to the satisfaction of the CEO and at their own expense, a Medical Records course;
 - c. Requiring that the Registrant write an essay between 1,000 and 1,500 words in length, on the following issues:
 - i. The lessons they learned in completing the PROBE course and Medical Records course; and
 - ii. The methods they will incorporate into their practice to ensure proper recordkeeping practices and their obligations as a Registrant of the College; and
 - d. Requiring the Registrant to submit to, and at their own expense, a practice inspection to be completed within six months following their return to practice.
4. Requiring the Registrant to pay a fine of \$350 to the Minister of Finance.
5. Requiring the Registrant to pay the College's costs fixed in the amount of \$3,500.

The Panel concluded that the proposed penalty was reasonable and in the public interest, and that it satisfied the principle of public protection.

Helen Cohen (Suspended)

Registration #0709

Hearing date: September 28, 2020

Summary of Allegations:

- Failure to comply with an order of a panel of the ICRC.
- Engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by naturopathic doctors as disgraceful, dishonourable or unprofessional.

Admission of Professional Misconduct

The matter proceeded with an agreement between the Registrant and the College as to the facts of the matter, an Agreed Statement of Fact (ASF), and an agreement on a proposed penalty and costs, a Joint Submission on Penalty and Costs (JSOPC). The parties submitted that the public was protected and the public interest was served because the Registrant had accepted responsibility for their actions and had agreed to an appropriate penalty which provided for specific and general deterrence, rehabilitation, and monitoring.

Order

The Discipline Panel imposed an order:

1. Requiring the Registrant to appear before the Panel to be reprimanded immediately following the hearing of this matter.
2. Directing the CEO to suspend the Registrant's certificate of registration for a period of four months, to commence on the date of the hearing of this matter and continuing for four months or until the Registrant completes the requirements as set out in the Order made by the ICRC on September 7, 2017, whichever is longer.
3. Directing the CEO to impose the following specified terms, conditions and limitations on the Registrant's certificate of registration:
 - a. Requiring that the Registrant unconditionally pass the PROBE ethics course, which is to be taken at their own expense;
 - b. Requiring that the Registrant successfully complete, to the satisfaction of the CEO and at their own expense, the College's Jurisprudence course; and
 - c. Requiring that the Registrant write an essay between 1,000 and 1,500 words in length on the lessons they learned in completing the PROBE course and Jurisprudence course.
4. Requiring the Registrant to pay a fine of \$350 to the Minister of Finance.
5. Requiring the Registrant to pay the College's costs fixed in the amount of \$3,500.

The Panel concluded that the proposed penalty was reasonable and in the public interest, and that it satisfied the principle of public protection.

Taras Rodak (Suspended)

Registration #0741

Hearing date: October 5, 6, 7 and November 16, 2021

Summary of Allegations:

- Failure to obtain informed consent to perform Bowen therapy on the patient.
- Failure to adequately respond to the Patient's questions about Bowen therapy.
- Engaging in conduct or performing an act relevant to the practice of the profession that, having regard to all the circumstances, would reasonably be regarded by Registrants as dishonourable or unprofessional.

Admission of Professional Misconduct

The matter proceeded with an agreement between the Registrant and the College as to the facts of the matter, an Agreed Statement of Fact (ASF), and an agreement on a proposed penalty and costs, a Joint Submission on Penalty and Costs (JSOPC). The parties submitted that the public was protected and the public interest was served because the Registrant had accepted responsibility for their actions and had agreed to an appropriate penalty which provided for specific and general deterrence, rehabilitation, and monitoring.

Order

The Discipline Panel imposed an order:

1. Requiring the Registrant to appear before the panel to be reprimanded immediately following the hearing of this matter.
2. Directing the CEO to suspend the Registrant's certificate of registration for a period of four months, on a schedule to be set by the CEO, two (2) months of which shall be remitted if the Registrant complies with the provisions of paragraph 3(a) through 3(c) no later than August 30, 2021.
3. Directing the CEO to impose the following specified terms, conditions and limitations on the Registrant's certificate of registration, to be fulfilled at the Registrant's expense, to the satisfaction of the CEO, prior to October 31, 2021:
 - a. Requiring that the Registrant unconditionally pass the PROBE ethics course;
 - b. Requiring that the Registrant successfully complete the College's jurisprudence course;
 - c. Requiring that the Registrant successfully complete a naturopathic medicine records course approved by the CEO;
 - d. Requiring that the Registrant complete one meeting that is at least four hours in length with a Regulatory Expert, to be identified by the CEO, to review the issues that arose in this case, and up to two additional meetings of equal duration, the necessity of which will be determined by the Regulatory Expert; and
 - e. Requiring that the Registrant write an essay between 1,000 and 1,500 words in length, that is acceptable to the CEO, and provide it to the CEO, no later than one month from the date of the last meeting with the Regulatory Expert, that shall be published by the College at a time and in a format determined by the CEO, outlining what the Registrant learned as a result of his meeting(s) with the Regulatory Expert, and his unconditional pass/successful completion of the PROBE ethics, jurisprudence and naturopathic medicine courses.
4. For greater certainty, the Registrant's obligation to comply with the proposed terms, conditions and limitations on his certificate of registration contained in paragraph 3 is not relieved by serving the entire suspension referred to in paragraph 2 above.
5. Requiring the Registrant to pay a fine of \$350 to the Minister of Finance within two months of the hearing of this matter.
6. Requiring the Registrant to pay the College's costs fixed in the amount of \$5,000.

The Panel concluded that the proposed penalty was reasonable and in the public interest, and that it satisfied the principle of public protection.

Dr. Yelena Deshko, ND**Registration #2098****Hearing date: December 6, 2020****Summary of Allegations:**

- Improper delegation to a nurse and/or nurses.
- Charging block fees.
- Failing to comply with the Laboratory and Specimen Collection Centre Licensing Act (LSCCLA).
- Permitting the advertising of the Registrant or their practice in a manner that is false or misleading or that includes statements that are not factual and verifiable.

Admission of Professional Misconduct

The matter proceeded with an agreement between the Registrant and the College as to the facts of the matter, an Agreed Statement of Fact (ASF), and an agreement on a proposed penalty and costs, a Joint Submission on Penalty and Costs (JSOPC). The parties submitted that the public was protected and the public interest was served because the Registrant had accepted responsibility for their actions and had agreed to an appropriate penalty which provided for specific and general deterrence, rehabilitation, and monitoring.

Order

The Discipline Panel imposed an order:

1. Requiring the Registrant to appear before the panel to be reprimanded immediately following the hearing of this matter.
2. Directing the CEO to suspend the Registrant's certificate of registration for a period of five months, on a schedule to be set by the CEO, two months of which shall be remitted if the Registrant complies with the provisions of paragraph 3(a) through 3(c) no later than May 7, 2021.

3. Directing the CEO to impose the following specified terms, conditions and limitations on the Registrant's certificate of registration:
 - a. Requiring that the Registrant unconditionally pass, and at their own expense, the PROBE course in ethics and boundaries;
 - b. Requiring that the Registrant successfully complete, to the satisfaction of the CEO and at their own expense, the College's Jurisprudence course;
 - c. Requiring that the Registrant successfully complete, to the satisfaction of the CEO and at their own expense, a record-keeping course, approved by the CEO;
 - d. Requiring the Registrant to submit to, and at their own expense, three practice inspections to be completed within two years following their return to practice.
4. For greater certainty, the Registrant's obligation to comply with the proposed terms, conditions and limitations on her certificate of registration contained in paragraph 3 is not relieved by serving the entire suspension referred to in paragraph 2 above.
5. Requiring the Registrant to pay a fine of \$350 to the Minister of Finance.
6. Requiring the Registrant to pay the College's costs fixed in the amount of \$11,000.

The Panel concluded that the proposed penalty was reasonable and in the public interest, and that it satisfied the principle of public protection.

Anna Karolina Blaszczyk (Resigned)

Registration #0723

Hearing date: March 19, 2021

Summary of Allegations:

- Failing to co-operate with the Quality Assurance Committee.
- Permitting the advertising of the Registrant or their practice in a manner that is false or misleading or that includes statements that are not factual and verifiable.
- Inappropriately using a term, title or designation in respect of the Registrant's practice.
- Practising the profession while the Registrant's certificate of registration has been suspended.
- Directly or indirectly benefiting from the practice of the profession while the Registrant's certificate of registration has been suspended.

Admission of Professional Misconduct


The matter proceeded with an agreement between the Registrant and the College as to the facts of the matter, an Agreed Statement of Fact (ASF), and an agreement on a proposed penalty and costs, a Joint Submission on Penalty and Costs (JSOPC). The parties submitted that the public was protected and the public interest was served because the Registrant had accepted responsibility for their actions and had agreed to an appropriate penalty.

Order

The Discipline Panel imposed an order:

- Requiring the Registrant to appear before the panel to be reprimanded immediately following the hearing of this matter.

No additional penalty was required, other than a reprimand because the Registrant had entered into an Acknowledgement and Undertaking where they agreed to resign from the College and to never reapply for registration. It was determined that this outcome would provide the greatest level of public protection because the Registrant was permanently removed from practising the profession.



—
Holding the
College
Accountable

Holding the College Accountable

As a health regulator, the College is accountable to a number of organisations and agencies, including:

- the Minister of Health, who is responsible for overseeing the regulation of health professions in Ontario;
- the Health Professions Appeal and Review Board;
- the Office of the Fairness Commissioner;
- the Human Rights Tribunal of Ontario; and
- the Courts.

Ministry of Health

The College has maintained a positive relationship with the Ministry of Health. Ministry staff remain an important part of the process to appoint public members to our governing Council.

In the 2020–21 reporting period:

The appointments of Public members Samuel Laldin, Barry Sullivan and Dianne Delany expired and, as a result, they are no longer on the Council of the College; however, the Council welcomed four new public members Dean Catherwood, Asifa Baig, Brook Dyson and Sarah Griffiths-Savolaine. Public members of Council are appointed by the Lieutenant Governor in Council.

Health Professions Appeal and Review Board (HPARB)

While the role of the College is to hold its Registrants accountable for their conduct, the HPARB does the same for the College. The Board is an independent body established by provincial legislation.

The HPARB has jurisdiction over appeals relating to registration decisions made by the Registration Committee or decisions surrounding complaints reviewed by the Inquiries, Complains and Reports Committee. Its role is to ensure their processes are fair and objective to all parties and that outcomes are appropriate to the circumstances of the matter that was considered.

Registration Decisions

When an application for registration is referred to the Registration Committee for consideration, the Committee has a set of outcomes that it can apply. They include:

- directing the CEO to issue a certificate of registration;
- directing the CEO to issue a certificate of registration after the applicant has completed additional education, training or examinations;
- directing the CEO to issue a certificate of registration with terms, conditions or limitations applied to it; or
- denying the application and refusing to issue a certificate of registration.

All of these decisions of the Registration Committee, with the exception of a decision to direct the CEO to issue a certificate of registration, can be appealed to HPARB.

	2019-20	2020-21
Decisions appealed	2	1
Outcome(s)	<ul style="list-style-type: none"> • 1 RC decision upheld • 1 pending review upheld 	<ul style="list-style-type: none"> • 1 RC decision upheld

Complaint Decisions

Either of the person who files a complaint or a Registrant who was the subject of a a complaint can HPARB to review the ICRC’s decision on a complaint within 30 days of receipt of the decision. When the ICRC is considering a complaint that has been made to the College, it has a set number of outcomes available to it, including:

- take no further action, if it finds there is insufficient evidence to support the allegations;
- issue a Letter of Counsel;
- require the Registrant to complete a specified continuing education or remediation program;
- require the Registrant to appear before a panel of the ICRC to be cautioned;
- accept the Registrant’s undertaking to improve his or her practice or to restrict his or her practice;
- accept an undertaking from the Registrant to resign and to never apply or re-apply for registration as a naturopathic doctor in Ontario;

- refer specified allegations of professional misconduct or incompetence to the Discipline Committee; and
- refer the matter to another panel of the ICRC for incapacity proceedings if there are concerns suggesting that the Registrant is suffering from a physical or mental incapacity.

The ICRC may include in a decision one or more of the outcomes available.

	2019–20	2020–21
Appealable ICRC decisions	17	11
Decisions appealed	4	2
Outcomes	–	3*

* Two decisions of the ICRC were confirmed by the Board. One request was withdrawn.

Office of the Fairness Commissioner of Ontario

The Office of the Fairness Commissioner of Ontario (OFC) oversees the registration practices of the health regulatory colleges and other regulators to ensure that they are fair, objective, impartial and transparent.

In 2019 the College received the outcome of the OFC's Registration Practices Audit. The report found that the information we made available for applicants, in particular those applying through the Prior Learning Assessment and Recognition Program, was lacking. Considerable work was undertaken in 2020 to review and revise the PLAR program to address OFC identified gaps.

Human Rights Tribunal of Ontario

The College is indirectly accountable to the Human Rights Tribunal of Ontario (HRTO) to ensure that our processes do not discriminate against or harass any persons with whom the College may interact. The HRTO resolves claims of discrimination and harassment brought under the *Human Rights Code*.

In 2019, a College Registrant filed a claim against the College with the HRTO alleging that they were discriminated by the College as a result of a complaint filed against the Registrant and the decision of the Inquiries, Complaints and Reports Committee directing that the Registrant successfully complete an ethics course. The claim is still under review by the HRTO.

The Courts

Individuals interacting with the College may choose to seek relief from the Courts. For example, if a Registrant is unhappy with a decision of the Discipline Committee, it can be automatically appealed to the Ontario Superior Court of Justice—Divisional Court (the Divisional Court is a branch of the Superior Court of Justice). If a Registrant or applicant is concerned that the College discharged a statutory duty (e.g., made a decision that they are authorised to make via legislation), but in an unfair matter (e.g., did not provide notice of a complaint, made a decision while in a conflict of interest), they may seek a judicial review before the Divisional Court.

However, Registrants, applicants or persons cannot sue the College (in small claims court or the Ontario Superior Court of Justice) unless they demonstrate that the College discharged a duty in bad faith. This is as a result of s. 38 of the *Regulated Health Professions Act*.

In the past year, the College has had no matters taken before the Courts.

Communications

Communications supports the College in fulfilling its role to regulate naturopathy in the public interest. The College provides information to help patients make informed choices about their care and lets the public know how we can help if they have concerns about the behaviour or practice of a naturopath. At the same time, we keep naturopaths informed of current regulatory requirements that serve to protect the public so they can apply these to their practices.

New Website and Registry System Launch

Working closely with our website development provider, we undertook the process of redesigning and revamping the College website between June and November 2020. Among the many considerations factored into the redesign process were accessibility, simplification of content, and being able to use the website to engage Registrants and the public.

The College team worked jointly to meet the target launch date, including a rigorous testing phase to determine any points of failure, and an overarching editorial review process to ensure all forward-facing website content met the brand guidelines for voice and style. The result is a clean, easy-to-use website with a comprehensive resource library that offers Registrants, members of the public and stakeholders alike unfettered access to important information from the College, relevant and timely updates, critical resources and documents.

To enhance functionality and improve data organization, the College team integrated a new registry system, allowing Registrants and stakeholders to better manage their information, while offering them a streamlined and easy-to-use medium to communicate with the College. This has allowed for a more efficient registration renewals process, and submitting pertinent information by way of our portal.



COVID-RELATED SUPPORT

9 updates to the profession and public on COVID-19

Comprehensive FAQ on COVID-19 and related questions

triage for incoming e-mail queries

Online Communications

Readership rates well above the industry norm

3

iNformed
newsletters

8

News Bulletin
e-newsletters

12

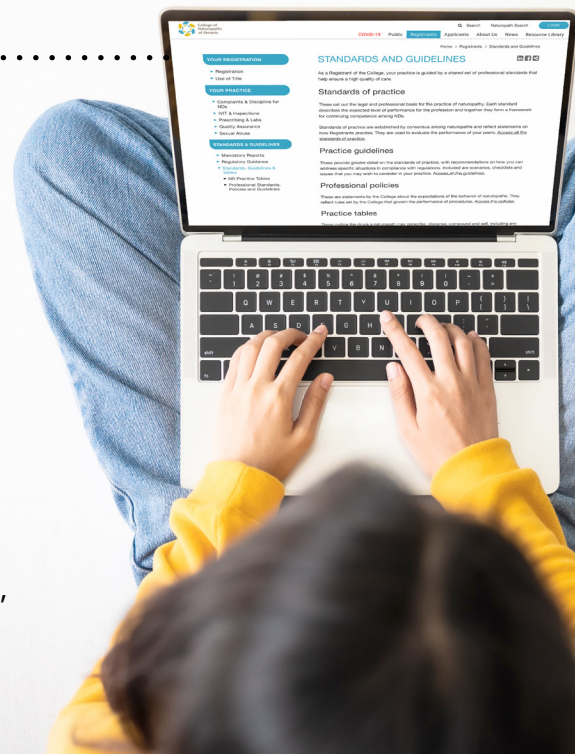
blog posts

Website

460,588
unique pageviews

TOP 3

- Home page
- Professional Standards, Policies and Guidelines
- Registration Renewal



Improving Engagement Strategies

In conjunction with the website design and implementation process, as well as the integration of a new portal and registry, we initiated a broad review of our existing communications strategies with the goal of enhancing the College's capabilities to engage our audiences, and learning how to better communicate with Registrants, stakeholders and the public. This resulted in a redirection of our existing communications strategy that brings a greater focus to the College's website.

Our revised strategy revolves around a focus on increasing web traffic to landing pages, news articles and blog posts on the College's website, enabling the site to gain more visibility and appear higher in search engine rankings. To accomplish this goal, we prioritized redirecting readers to the website via short-form emails and news blasts, allowing us to minimize the length of each outbound email. We also removed older and larger publications such as the *iNformed* periodical, and realigned content that was developed (as well as content that will be drafted in the future) to meet our new editorial goals for the website.

The changes also included a pathway towards achieving the College's initial foothold in social media, as well as a process for creating content and sharing timely information to our target demographics via these new outreach assets. Lastly, the revised strategy contains provisions for increasing the College's digital advertising activities to allow for more visibilities on matters of volunteer recruitment and Registrant-facing programs or initiatives.

Support to College Programs & Activities

- Governance Review
- Ongoing Communications advising
- Media relations & issue management
- Writing & editing: news bulletins, web content including blogs and news articles, annual report, surveys, infographics, other publications
- Registration renewal
- Volunteer recruitment

Note to Summary Financial Statements

The College is including an abridged version of the Audited Financial Statements for the period April 1, 2020 to March 31, 2021 in this report in order to provide the reader with the overall outcomes for the fiscal year.

The summary financial statements have been prepared from the audited financial statements of the College for the year. The information in the summary financial statements is in agreement with the related information in the complete financial statements and contains the necessary information to avoid distorting or obscuring matters disclosed in the related complete financial statements. However, any notes identified in the statements themselves have not been included in this report; however, they are included in the [Complete audited financial statements](#) which are available on the College website and may also be obtained by e-mailing us at general@collegeofnaturopaths.on.ca.

Summary Financial Statements

Report on the Audit of the Financial Statements on behalf of the Auditor

Opinion

We have audited the financial statements of The College of Naturopaths of Ontario, which comprise the statement of financial position as at March 31, 2021, the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies. In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of The College of Naturopaths of Ontario as at March 31, 2021, and the results of its operations and its cash flows for the year then ended, in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of The College of Naturopaths of Ontario in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements are wholly free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error,

design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KRIENS-LAROSE, LLP

Chartered Professional Accountants Licensed Public Accountants

Toronto, Ontario July 28, 2021

Summary Statement of Financial Position

AS AT MARCH 31, 2021

	2021	2020
	\$	\$
ASSETS		
CURRENT		
Cash and cash equivalent (Note 2)	3,824,614	3,996,624
Accounts receivable	880,624	933,424
Prepaid expenses	121,269	55,620
	<hr/> 4,826,507	<hr/> 4,985,668
EQUIPMENT (Note 3)	41,279	54,495
	<hr/> 4,867,786	<hr/> 5,040,163
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	220,915	579,598
Deferred revenue (Note 4)	2,550,449	1,521,221
HST payable	275,938	306,870
	<hr/> 3,047,302	<hr/> 2,407,689
NET ASSETS (NOTE 5)		
Unrestricted net assets	(394,094)	2,467,385
Patient relations	89,193	89,704
Strategic initiatives	-	75,385
Business continuity	1,075,385	-
Investigations & Hearings	1,000,000	-
Succession Planning	50,000	-
	<hr/> 1,820,484	<hr/> 2,632,474
	<hr/> 4,867,786	<hr/> 5,040,163

Summary Statement of Operations and Changes in Net Assets

FOR THE YEAR ENDED MARCH 31, 2021

	2020	2019
	\$	\$
REVENUES		
Registration and member renewal fees	1,564,176	2,555,036
Government assistance (Note 6)	443,313	-
Examination fees	164,225	305,775
Inspection and hearing fees	51,250	82,050
Incorporation fees	24,112	18,650
Interest	7,001	45,253
TOTAL REVENUES	2,254,077	3,006,764
EXPENSES		
Salaries and benefits	1,597,738	1,366,521
Rent and utilities	284,540	269,879
Exam fees and expenses	212,865	127,989
Consulting fees		
Consultants - General	152,062	115,772
Consultants - Assessors/inspectors	10,256	32,418
Consultants - Complaints and inquiries	117,171	77,276
Legal fees		
Legal fees - Complaints	40,415	81,696
Legal fees - Discipline	121,428	87,427
Legal fees - General	37,366	67,766
Public education	91,462	74,009
Office and general	85,609	99,162
Council fees and expenses	78,668	84,613
Translation	48,949	13,293
License	45,006	81,051
Equipment maintenance	40,716	35,022
Insurance	27,533	27,426
Discipline & FTP committee	20,667	5,134
Amortization	16,102	19,194
Audit fees	16,000	17,002
Website	10,093	16,837
Education and training	6,134	7,389
Travel accommodation & meals	2,452	24,736
Printing and postage	1,946	10,927
Patient relations fund expenses allocation	511	-
Patient relations committee	378	750
TOTAL EXPENSES	3,066,067	2,743,289
EXCESS OF REVENUES OVER EXPENSES FOR THE YEAR	(811,990)	263,475
NET ASSETS, BEGINNING OF YEAR	2,632,474	2,368,999
NET ASSETS, END OF YEAR	1,820,484	2,632,474

Thank you volunteers!

Did you know that volunteers contribute at least 40,000 hours of their time each year to support the College and the regulation of the profession?

We hold more than 60 meetings each year. In addition to the naturopaths and members of the public who volunteer on our statutory and non-statutory committees, another 80 plus Registrants of the profession serve as assessors (Quality Assurance, Prior Learning Assessment and Recognition Program), examiners, IVIT Inspectors and exam item writers and developers, often dedicating full days of work to their roles.

In order to ensure the integrity of our regulatory processes and to enhance the safety and security of our volunteers, we no longer identify any of our volunteers by name,

except those elected or appointed to the Council. Although we do not name them individually, the fact is that the College could not complete the work that is necessary without the support of our many volunteers.

To all of our volunteers, on behalf of the Council and the staff, we express our most sincere and heartfelt thanks for the many hours of work you put in reviewing materials, attending meetings, conducting examinations and assessments and providing feedback to the College.

College Committees

Our governing Council is supported by two types of committees: statutory and non-statutory. These committees are made up of naturopaths, public members who serve on Council as well as Registrants of the profession and Public Representatives who are appointed by Council. Appointments are for a one-year term with the option of renewal and all positions are volunteer.

Statutory Committees

These committees are required by statute, namely the Regulated Health Professions Act, 1991. These Committees include:

- Discipline Committee (DC)
- Executive Committee (EC)
- Fitness to Practise Committee (FTP)
- Inquiries Complaints and Reports Committee (ICRC)
- Patient Relations Committee (PRC)
- Quality Assurance Committee (QAC)
- Registration Committee (RC)

Statutory Committee reports from the fiscal year are [available on our website](#).

Non-statutory Committees

These committees are not required by law but are created and delegated authority by the Council to perform specific functions. Non-statutory Committees include:

- Audit Committee (AC)
- Examination Appeals Committee (EAC)
- Equity, Diversity and Inclusion Committee (EDIC)
- Governance Committee
- Governance Policy Review Committee
- Inspection Committee (IC)
- Scheduled Substances Review Committee (SSRC)
- Standards Committee

The College is not a school or educational facility.
It exists to protect the public and patients' rights to
safe, competent and ethical naturopathic care.



The College of Naturopaths of Ontario

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