

**DISCIPLINE COMMITTEE OF
THE COLLEGE OF NATUROPATHS OF ONTARIO**

B E T W E E N :

COLLEGE OF NATUROPATHS OF ONTARIO

- and -

TINA (ROGERS) SESTAN

NOTICE OF HEARING

The Inquiries, Complaints and Reports Committee of the College of Naturopaths of Ontario (the “College”) has referred specified allegations against you to the Discipline Committee of the College. The allegations were referred in accordance with section 26 of the *Health Professions Procedural Code* which is Schedule II to the *Regulated Health Professions Act, 1991*. The statement of specified allegations is attached to this notice of hearing. A discipline panel will hold a hearing under the authority of sections 38 to 56 of the *Health Professions Procedural Code*, as amended, for the purposes of deciding whether the allegations are true. A **pre-hearing conference** will be held at a date and location to be set by the Presiding Officer. A discipline panel will convene by secure video connection at **9:30 a.m. on a date to be set by the Chief Executive Officer (CEO)**¹, or as soon thereafter as the panel can be convened, for the purposes of conducting the **discipline hearing**.

**IF YOU DO NOT ATTEND ON THE DATE FOR THE HEARING IN
ACCORDANCE WITH THE PRECEDING PARAGRAPH, THE DISCIPLINE PANEL MAY**

¹ The Chief Executive Officer has been appointed by the Council to oversee operations and perform the duties of the Registrar as set out in and defined in section 1(1) of the *Health Professions Procedural Code* (the Code).

PROCEED IN YOUR ABSENCE AND YOU WILL NOT BE ENTITLED TO ANY FURTHER NOTICE IN THE PROCEEDINGS.

If the discipline panel finds that you have engaged in professional misconduct, it may make one or more of the following orders:

1. Direct the CEO to revoke your certificate of registration.
2. Direct the CEO to suspend your certificate of registration for a specified period of time.
3. Direct the CEO to impose specified terms, conditions and limitations on your certificate of registration for a specified or indefinite period of time.
4. Require you to appear before the panel to be reprimanded.
5. Require you to pay a fine of not more than \$35,000 to the Minister of Finance.
6. If the act of professional misconduct was the sexual abuse of a patient, require you to reimburse the College for funding provided for that patient under the program required under section 85.7 of the *Health Professions Procedural Code*.
7. If the panel makes an order under paragraph 6, require you to post security acceptable to the College to guarantee the payment of any amounts the Registrant² may be required to reimburse under the order under paragraph 6.

The discipline panel may, in an appropriate case, make an order requiring you to pay all or part of the College's costs and expenses pursuant to section 53.1 of the *Health Professions Procedural Code*.

You are entitled to disclosure of the evidence against you in accordance with section 42(1) of the *Health Professions Procedural Code* and Rules 17-20 of the *Rules of Procedure of the Discipline Committee of the College of Naturopaths of Ontario*.

² The Council of the College of Naturopaths of Ontario has directed that the College refer to individuals registered with the College as "Registrants". "Registrant", as it is used in this Notice of Hearing has the same meaning as "member" as defined in section 1(1) of the Code.

You, or your representative, may contact the solicitor for the College, Rebecca Durcan, in this matter:

Steinecke Maciura LeBlanc
Barristers & Solicitors
401 Bay Street
Suite 2308, P.O. Box 23
Toronto, ON M5H 2Y4

Telephone: (416) 644-4783
Facsimile: (416) 593-7867

Note that, Rules 17-20 of the *Rules of Procedure of the Discipline Committee of the College of Naturopaths of Ontario* also apply to you. Rules 18-20 state as follows:

RULE 18. Documentary Disclosure

- 18.1 Each Party to a Proceeding shall deliver to every other Party (a) a list of, and (b) if not previously produced, copies of, all documents and things that the Party intends to produce or enter as evidence at the Discipline Hearing, in the case of the College, as soon as is reasonably practicable after the Notice of Hearing is served, and in the case of any other party, as soon as is reasonably practicable after disclosure by the College under this Rule, but in any case at least ten (10) days before the commencement of the Pre-Hearing Conference.
- 18.2 A Party who does not disclose a document or thing in compliance with sub-rule 18.1 may not refer to the document or thing or introduce it in evidence at the Discipline Hearing without leave of the Panel, which may be on any conditions that the Panel considers just.
- 18.3 Where a party discovers a document or thing that it will refer to or give in evidence at the hearing after the disclosure date specified in subrule 18.1, the party shall make the disclosure immediately after the discovery.

RULE 19. Fact Witness Disclosure

- 19.1 A Party to a Proceeding shall serve every other Party a list of the witnesses the Party intends to call to testify on the Party's behalf at the Discipline Hearing, in the case of the College, as soon as is reasonably practicable after the Notice of Hearing is served, and in the case of any other Party, at least ten (10) days before the commencement of the Pre-Hearing Conference.
- 19.2 If no affidavit has been served in accordance with Rule 45 (Evidence by Affidavit), and material matters to which a witness is to testify have not otherwise been disclosed, a Party to a Proceeding shall provide to every other Party a summary of the evidence that the witness is expected to give at the Discipline Hearing on the merits, in the case of the College, as soon as reasonably practicable after the Notice of Hearing is served, and in the case of any other party, as soon as is reasonably practicable after disclosure by the College under this Rule, but in any case at least ten (10) days before the commencement of the Discipline Hearing.
- 19.3 The disclosure obligations set out in Rule 19.2 shall not apply to witnesses called in Reply that the College had no reasonable expectation of calling in-chief.
- 19.4 A witness summary shall contain:
- (a) the substance of the evidence of the witness;
 - (b) reference to any documents to which that witness will refer; and
 - (c) the witness's name and address or, if the witness's address is not provided, the name and address of a person through whom the witness can be contacted.
- 19.5 A Party who does not include a witness in the witness list or provide a summary of the evidence a witness is expected to give in accordance with these rules may not call that person as a witness without leave of the Panel, which may be on any conditions as the Panel considers just.
- 19.6 A witness may not testify to material matters that were not previously disclosed without leave of the Panel, which may be on any conditions that the Panel considers just.

RULE 20. Expert Opinion Disclosure

- 20.1 A Party who intends to call an expert to give expert opinion evidence at a Hearing shall:
- (a) inform the other Parties of the intent to call the expert;
 - (b) identify the expert and the issue(s) on which the expert's opinion will be tendered;
 - (c) serve the other Parties with a copy of the expert's written report or, if there is no written report, an affidavit in accordance with RULE 45 (Evidence by Affidavit), or a witness summary in accordance with sub-rule 19.3; and
 - (d) file an "Acknowledgement Form – Expert's Duty" signed by the expert, in the form appended to these rules.
- 20.2 The College shall serve any expert report or affidavit or witness summary upon which the College intends to rely at the Hearing at least sixty (60) days before the commencement of the Hearing.
- 20.3 The Member shall serve any expert report upon which he or she intends to rely at least thirty (30) days before the commencement of the Hearing.
- 20.4 The College may serve a reply expert report at least fifteen (15) days before the commencement of the Hearing.
- 20.5 Where an expert report is filed, it shall at a minimum include the following information:
- (a) qualifications of the expert;
 - (b) the instructions provided to the expert;
 - (c) the nature of the opinion being sought;
 - (d) the factual assumptions upon which the opinion is based; and
 - (e) a list of documents reviewed by the expert.
- 20.6 A Party who fails to comply with sub-rule 20.1 may not call the expert as a witness or file the expert's report or affidavit without leave of the Panel, which may be on any conditions that the Panel considers just.

Date: May 2, 2025

A handwritten signature in black ink, appearing to read "Andrew Parr", with a large, stylized loop at the end of the name.

Andrew Parr, CEO
College of Naturopaths of Ontario

TO: Tina (Rogers) Sestan
c/o Matthew Wilton
Wilton Martin Litigation Lawyers
65 Queen Street West
Toronto, ON M5H 2M5

STATEMENT OF SPECIFIED ALLEGATIONS

The Registrant

1. Dr. Tina Sestan, ND (“the Registrant”) initially registered with the Board of Directors of Drugless Therapy – Naturopathy in 2010. Upon the proclamation of the College of Naturopaths of Ontario on July 1, 2015, she became a registrant of the College.

Patient A

2. It is alleged that the Registrant treated Patient A between approximately July 25, 2017, and January 28, 2023. It is also alleged that the Registrant terminated the naturopathic relationship with Patient A on or about January 28, 2023, and noted this in the patient record.
3. It is alleged that the Registrant saw Patient A socially outside of the clinic prior to January 28, 2023.
4. It is alleged that Patient A remained the Registrant’s patient for one year after January 28, 2023, in accordance with s. 1(6) of the *Health Professions Procedural Code*, being Schedule 2 to the *Regulated Health Professions Act, 1991* (the “Code”).
5. It is alleged that the Registrant sexually abused Patient A on or about February 17, 2023, when the Registrant engaged in sexual intercourse or other forms of physical sexual relations with Patient A.

Allegations of Professional Misconduct

6. It is alleged that the above noted conduct constitutes professional misconduct pursuant to section 51(1)(b.1) of the Code, as the Registrant sexually abused Patient A, more specifically, the Registrant engaged in sexual intercourse or other forms of physical sexual relations with Patient A.
7. It is further alleged that the above noted conduct constitutes professional misconduct pursuant to section 51(1)(c) of the Code, as set out in one or more of the following paragraphs of section 1 of Ontario Regulation 17/14 made under the *Naturopathy Act, 2007*:
 - a. **Paragraph 1** - Contravening, by act or omission, a standard of practice of the profession or failing to maintain the standard of practice of the profession, including but not limited to:
 - i. College Code of Ethics; and/or
 - ii. College Standard of Practice: Therapeutic Relationships and Professional Boundaries.; and/or

- b. **Paragraph 46** - 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 members as disgraceful, dishonourable or unprofessional.

APPENDIX

1. The documents to be tendered in evidence at the hearing have been sent with this Notice of Hearing.
2. The *Rules of Procedure of the Discipline Committee of the College of Naturopaths of Ontario* have been sent with this Notice of Hearing.
3. Take notice that the documents that have been and may later be disclosed to you will be tendered as business documents pursuant to the *Evidence Act* of Ontario.
4. All documents that are disclosed to you in this matter are disclosed on the basis that they are to be used solely for the purpose of this proceeding and for no other purpose.

DISCIPLINE COMMITTEE
OF THE COLLEGE OF
NATUROPATHS OF ONTARIO

NOTICE OF HEARING

STEINECKE MACIURA LEBLANC

Barristers & Solicitors
401 Bay Street, Suite 2308
P.O. Box 23
Toronto, ON M5H 2Y4

Rebecca Durcan, LSO #45930V

Telephone: (416) 644-4783
Facsimile: (416) 593-7867
Email: rdurcan@sml-law.com

Lawyers for the College of
Naturopaths of Ontario

**DISCIPLINE COMMITTEE OF THE
COLLEGE OF NATUROPATHS OF ONTARIO**

BETWEEN:

COLLEGE OF NATUROPATHS OF ONTARIO

- AND -

TINA (ROGERS) SESTAN

**AGREED STATEMENT OF FACTS AND
ADMISSION OF PROFESSIONAL MISCONDUCT**

Steinecke Maciura LeBlanc
Barristers & Solicitors
401 Bay Street, Suite 2308
P.O. Box 23
Toronto, ON M5H 2Y4

Rebecca Durcan
Telephone: (416) 644-4783
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Lawyers for the College of
Naturopaths of Ontario

**DISCIPLINE COMMITTEE OF
THE COLLEGE OF NATUROPATHS OF ONTARIO**

BETWEEN:

COLLEGE OF NATUROPATHS OF ONTARIO

- and -

TINA (ROGERS) SESTAN

**AGREED STATEMENT OF FACTS
AND ADMISSION OF PROFESSIONAL MISCONDUCT**

The parties hereby agree that the following facts and attachments may be accepted as true by the Discipline Committee of the College of Naturopaths of Ontario:

The Registrant

1. Dr. Tina Sestan, ND ("the Registrant") initially registered with the Board of Directors of Drugless Therapy – Naturopathy on or about October 1, 2010. The Registrant became a registrant of the College of Naturopaths of Ontario (the "College") in the General class of registration on or about July 1, 2015, as a result of the proclamation of the *Naturopathy Act, 2007*. Attached at **Tab "A"** is a printout of the Naturopathic Doctor Register.

Patient A

2. It is agreed that the Registrant treated Patient A between approximately July 25, 2017, and January 28, 2023.
3. It is agreed that the Registrant had a close and personal relationship with Patient A prior to January 28, 2023, and concurrent to the naturopath/patient relationship.
4. It is agreed that the Registrant terminated the naturopathic relationship with Patient A on or about January 28, 2023, and noted this in the patient record.
5. It is agreed that the Registrant engaged in sexual intercourse or other forms of physical sexual relations with Patient A (namely genital to genital contact) on or about February 17, 2023.
6. If the Registrant had testified, she would have stated the following:
 - a. She had been in an abusive spousal situation for many years.
 - b. In early 2020, she was experiencing symptoms of psychological distress causing her to seek treatment from a registered psychotherapist.

- c. This situation caused her to have a temporary lapse in judgement with Patient A, which she quickly recognized and corrected.
- d. The interaction on February 17, 2023, was the only sexual interaction between Patient A and the Registrant.
- e. Although the Registrant initially consented to the sexual interaction, she quickly stopped the encounter.

Code of Ethics and Standards of Practice

7. It is agreed that:

- a. The College Code of Ethics (which is attached at **Tab "B"**) reflects the standard of the profession and states that every Naturopathic Doctor shall:
 - i. Refrain from treating an individual where the Registrant's professional objectivity may be compromised;
 - ii. Behave in a manner that is beyond reproach; and
 - iii. Comply with all governing legislation, Standards of Practice, policies, by-laws and guidelines approved by the College of Naturopaths of Ontario; and
- b. The College Standard of Practice: Therapeutic Relationships and Professional Boundaries (which is attached at **Tab "C"**) reflects the standard of the profession and states as follows:
 - i. The Member never enters into a sexual relationship with a current patient or someone with whom the patient has a significant personal relationship.

Admission of Professional Misconduct

- 8. It is agreed that the above noted conduct constitutes professional misconduct pursuant to section 51(1)(b.1) of the Code, as the Registrant sexually abused Patient A, more specifically, the Registrant engaged in sexual intercourse or other forms of physical sexual relations with Patient A.
- 9. It is further agreed that the above noted conduct constitutes professional misconduct pursuant to section 51(1)(c) of the Code, as set out the following paragraphs of section 1 of Ontario Regulation 17/14 made under the *Naturopathy Act, 2007*:
 - a. **Paragraph 1** - Contravening, by act or omission, a standard of practice of the profession or failing to maintain the standard of practice of the profession, including but not limited to:
 - i. College Code of Ethics; and

- ii. College Standard of Practice: Therapeutic Relationships and Professional Boundaries; and
- b. **Paragraph 46** - 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 members as disgraceful, dishonourable and unprofessional.

Plea Inquiry

10. By this document, the Registrant states that:

- a) She understands fully the nature of the allegations made against her;
- b) She understands that by admitting the allegations, she is waiving her right to require the College to prove the case against her and the right to have a hearing;
- c) She has no questions with respect to the allegations against her;
- d) She admits to the truth of the facts contained in this document;
- e) She understands that by signing this document she is consenting to the evidence as set out in this document being presented to the Discipline Committee;
- f) She understands that the decision of the Discipline Committee and a summary of its reasons, including reference to her name, will be published in the College's annual report and any other publication or website of the College;
- g) She understands and acknowledges that she is executing this document voluntarily, unequivocally, free of duress, and free of bribe and that she has been advised of her right to seek legal advice.

11. The Registrant understands that she is expected to attend the hearing, however, she also understands that if for any reason she is unable to attend, the Discipline Committee may accept the Registrant's admissions in her absence and rely on this document in making findings of fact and determining whether the Registrant has committed professional misconduct.

All of which is respectfully submitted:

Signed this ____ day of _____, 2025

Signed this 15th day of October, 2025

TINA SESTAN
Registrant



ANDREW PARR, CAE
Chief Executive Officer, College of Naturopaths of Ontario

ii. College Standard of Practice: Therapeutic Relationships and Professional Boundaries; and

b. Paragraph 46 - 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 members as disgraceful, dishonourable and unprofessional.

Plea Inquiry

10. By this document, the Registrant states that:

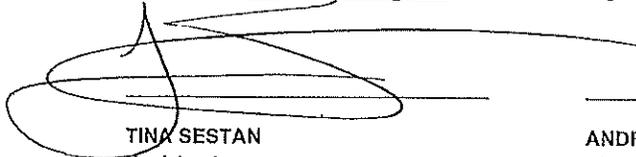
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- b) She understands that by admitting the allegations, she is waiving her right to require the College to prove the case against her and the right to have a hearing;
- c) She has no questions with respect to the allegations against her;
- d) She admits to the truth of the facts contained in this document;
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- f) She understands that the decision of the Discipline Committee and a summary of its reasons, including reference to her name, will be published in the College's annual report and any other publication or website of the College;
- g) She understands and acknowledges that she is executing this document voluntarily, unequivocally, free of duress, and free of bribe and that she has been advised of her right to seek legal advice.

11. The Registrant understands that she is expected to attend the hearing, however, she also understands that if for any reason she is unable to attend, the Discipline Committee may accept the Registrant's admissions in her absence and rely on this document in making findings of fact and determining whether the Registrant has committed professional misconduct.

All of which is respectfully submitted:

Signed this 01 day of Oct, 2025

Signed this ___ day of _____, 2025



TINA SESTAN
 Registrant

ANDREW PARR, CAE
 Chief Executive Officer College of Naturopaths of Ontario

TAB A



**College of
Naturopaths
of Ontario**

Status as of: 28-Apr-2025 14:53

NOT A PRACTICE PERMIT



● **Dr. Tina Sestan, ND**

Registrant Number: 1810

Initial registration: 01-Oct-2010 (Initial Registration with the BDDT-N)

Nickname / abbreviation: N/A

Previous name: Tina Sestan, Tina Rogers

Current Registration

Class

General

Effective

01-Apr-2025

Status

In Good Standing

Expiry

31-Mar-2026

Show:

Registration History

Employment

Registration History

Class	Status	Effective
● General	In Good Standing	01-Apr-2025
● General	In Good Standing	01-Apr-2024
● General	In Good Standing	01-Apr-2023
● General	In Good Standing	01-Apr-2022
● General	In Good Standing	01-Apr-2021

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Employment

Employer	Address	Phone
Functional Medicine Uptown Start: 04-Oct-2022	109 Erb Street West, Waterloo, ON N2L 1T4 CAN	519-745-1600



College of Naturopaths of Ontario

Status as of: 29-Apr-2025 09:49

NOT A PRACTICE PERMIT



● Dr. Tina Sestan, ND

Registrant Number: 1810

Initial registration: 01-Oct-2010 (Initial Registration with the BDDT-N)

Nickname / abbreviation: N/A

Previous name: Tina Sestan, Tina Rogers

Current Registration

Class

General

Effective

01-Apr-2025

Status

In Good Standing

Expiry

31-Mar-2026

Show:

[Registration History](#)

[Employment](#)

Registration History

Class	Status	Effective
● General	In Good Standing	01-Apr-2020
● General	In Good Standing	01-Apr-2019
● General	In Good Standing	01-Apr-2018
● General	In Good Standing	01-Apr-2017
● General	In Good Standing	01-Apr-2016

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Employment

Employer	Address	Phone
Functional Medicine Uptown Start: 04-Oct-2022	109 Erb Street West, Waterloo, ON N2L 1T4 CAN	519-745-1600



College of Naturopaths of Ontario

Status as of: 29-Apr-2025 09:49

NOT A PRACTICE PERMIT



● Dr. Tina Sestan, ND

Registrant Number: 1810

Initial registration: 01-Oct-2010 (Initial Registration with the BDDT-N)

Nickname / abbreviation: N/A

Previous name: Tina Sestan, Tina Rogers

Current Registration

Class

General

Effective

01-Apr-2025

Status

In Good Standing

Expiry

31-Mar-2026

Show:

[Registration History](#)

[Employment](#)

Registration History

Class	Status	Effective
● General	In Good Standing	01-Apr-2015
● General	In Good Standing	01-Apr-2014
● General	In Good Standing	01-Apr-2013
● General	In Good Standing	01-Apr-2012
● General	In Good Standing	01-Apr-2011

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Employment

Employer	Address	Phone
Functional Medicine Uptown Start: 04-Oct-2022	109 Erb Street West, Waterloo, ON N2L 1T4 CAN	519-745-1600



College of Naturopaths of Ontario

Status as of: 29-Apr-2025 09:49

NOT A PRACTICE PERMIT



● Dr. Tina Sestan, ND

Registrant Number: 1810

Initial registration: 01-Oct-2010 (Initial Registration with the BDDT-N)

Nickname / abbreviation: N/A

Previous name: Tina Sestan, Tina Rogers

Current Registration

Class

General

Effective

01-Apr-2025

Status

In Good Standing

Expiry

31-Mar-2026

Show:

[Registration History](#)

[Employment](#)

Registration History

Class	Status	Effective
● General	In Good Standing	01-Oct-2010

1

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Employment

Employer	Address	Phone
Functional Medicine Uptown Start: 04-Oct-2022	109 Erb Street West, Waterloo, ON N2L 1T4 CAN	519-745-1600

TAB B

Code of Ethics

Naturopathic Doctors have an obligation to act in a manner that justifies public trust and confidence, that upholds and enhances the integrity of the profession, that serves the interests of society and above all, that safeguards the interests of the individual patients.

The Code of Ethics defines the expectations the College of Naturopaths of Ontario has for every Registrant and is intended to guide naturopathic practice and assist in ethical decision making. The Code of Ethics, along with the Standards of Practice, forms the foundation of professionalism and Registrants adhere not only to these guidelines, but also to the underlying principles of Naturopathic Medicine.

General

Every Naturopathic Doctor shall:

- Practise competently, with integrity, and without impairment.
- Strive for professional excellence by advancing professional knowledge through lifelong learning.
- Practise only within the limits of professional competence, in surroundings that do not compromise the quality of care offered.
- Refuse any influence or interference that could undermine professional integrity. Refuse to participate in or support practices that violate basic human rights.

To the Patient

Every Naturopathic Doctor shall:

- Practise in a manner that treats each patient with dignity and respect.
- Provide care that respects the patient's needs, values and dignity, and does not discriminate on any grounds, including on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. This does not negate the ND's right to refuse to accept a patient for legitimate reasons.
- Recommend only diagnostic procedures and treatments that he/she determines to be necessary for the well-being of the patient.

- Be considerate of the concerns of the patient's family and cooperate with them as appropriate in the patient's interest.
- Recognize and disclose conflicts of interest that arise in the course of professional duties and activities, and resolve them in the best interest of the patient.
- Refrain from treating an individual where the Registrant's professional objectivity may be compromised.
- Recognize professional limitations. When indicated recommend to the patient that additional opinions and/or services be obtained and provide referrals where possible.
- Recognize the patient's right to accept or reject any health care recommended.
- Safeguard the patient's right to privacy and only disclose confidential information when either authorized by the patient or required to do so by law.
- Avoid public discussions or comments about patients that could reasonably be seen as revealing confidential or identifying information.
- Provide the patient with the information they need to make informed decisions about their care, and answer questions appropriately.
- Respect the patient's request for a second opinion.
- Continue to provide services to the patient until they are no longer required or wanted; until another suitable practitioner has assumed responsibility; or until reasonable notice of termination of care has been provided to the patient.
- Participate only in research that is scientifically relevant and conducted ethically and is approved by a research ethics board where appropriate.
- Recognize that community, society and the environment are important factors in the health of individual patients.

To the Profession

Every Naturopathic Doctor shall:

- Recognize that self-regulation of the profession is a privilege and that each Naturopathic Doctor has an ongoing responsibility to merit the retention of that privilege.
- Maintain and advance the standards of care, and body of knowledge and strive to improve professional knowledge, skill and judgment.
- Behave in a manner that is beyond reproach.
- Enter into associations, contracts and agreements only if they allow for professional integrity to be maintained.
- Rely on ability and integrity to build a professional reputation. Refrain from endorsing any service or product for personal gain.
- Collaborate with other Naturopathic Doctors and health professionals in the care of patients and in the function and improvement of the health care system.
- Refrain from keeping secrets from colleagues related to the diagnostic or therapeutic agents and procedures that are employed.
- Treat colleagues with dignity and respect.

To Society

Every Naturopathic Doctor shall:

- Consider the well-being of society in matters affecting health.
- Strive to improve the standards of health care and promote health and safety for the individual, the public and the global community.

- Recognize the profession's responsibility to society in matters relating to the health and well-being of the community.
- Recognize the responsibility to indicate when a stated opinion is contrary to the generally held opinion of the profession.
- Recognize and manage the impact of his/her naturopathic practice on public health care resources.
- Understand and minimize the impact of his/her naturopathic practice on the environment.

To the College of Naturopaths of Ontario

Every Naturopathic Doctor shall:

- Comply with all governing legislation, Standards of Practice, policies, by-laws and guidelines approved by the College of Naturopaths of Ontario.
- Report to the College any conduct of a colleague which may generally be considered unprofessional or unbecoming to the profession.
- Cooperate with and assist the College in its work.

To Oneself

Every Naturopathic Doctor shall:

- Strive to maintain personal health and well-being.
- Recognize those stress factors in professional and personal life that can affect patient care and incorporate appropriate coping strategies.
- Seek help from colleagues and appropriately qualified professionals for personal problems that might adversely affect service to patients, society or the profession.

TAB C



The College of Naturopaths of Ontario

Standard of Practice:

Therapeutic Relationships and Professional Boundaries



Introduction

The intent of this standard is to advise Members on how to establish and maintain appropriate therapeutic relationships and professional boundaries with patients.

Definitions

Mandatory Report: Under the *Regulated Health Professions Act, 1991*, it is mandatory that a report be made by a regulated health professional who, in the course of practicing his/her profession, acquires information leading to reasonable grounds to believe that another regulated health care professional sexually abused a patient.

Family Member: For the purpose of this standard, “family member” means a Naturopathic Doctor’s spouse or partner, parent, child, sibling, grandparent or grandchild; a parent, child, sibling, grandparent or grandchild of the Naturopathic Doctor’s spouse or partner.

Close Personal Relationship: For the purpose of this standard, “close personal relationship” means a relationship in which the Naturopathic Doctor has personal or emotional involvement with an individual that may render the Naturopathic Doctor unable to exercise objective professional judgment in reaching diagnostic or therapeutic decisions.

Minor Condition: Generally, a non-urgent, non-serious condition that requires only short-term routine care and is not likely to be an indication of, or lead to, a more serious condition.

Emergency: Exists where an individual is apparently experiencing severe suffering or is at risk of sustaining serious bodily harm if intervention is not promptly provided.

1. Appropriate Therapeutic Relationships and Boundaries

The Member fosters appropriate therapeutic relationships with his/her patients in a transparent, ethical, patient-centred manner with respect for diversity of beliefs, values and interests.

Performance Indicators

The Member:

- recognizes the position of power the Member has over the patient within the therapeutic relationship;
- does not exploit these relationships for any form of non-therapeutic or personal gain, benefit or advantage;
- never enters into a sexual relationship with a current patient or someone with whom the patient has a significant personal relationship (e.g., child’s parent);
- does not enter into a sexual relationship with a former patient unless it can be reasonably established that sufficient time has elapsed since the professional relationship ended or was terminated and it can be demonstrated that there is no longer a power imbalance between the Member and the patient;

- never enters into a sexual relationship with a former patient where counselling was a significant part of treatment;
- does not enter into a therapeutic relationship and/or accept a patient with whom the Member already has a personal relationship and where professional boundaries may not be sustained;
- takes immediate steps to address and rectify a boundary violation when it occurs; and
- accepts responsibility for boundary crossings and violations when they occur.

2. Consent

The Member understands that patient consent is never a defence against a boundary violation.

Performance Indicators

The Member:

- develops and maintains practices and procedures to explain to the patient that consent does not permit a non-therapeutic relationship or allow for a personal relationship with the patient; and
- when appropriate, clearly and diplomatically explains why patient consent does not justify a boundary violation.

3. Personal Relationships

The Member does not provide naturopathic services to his/her own family members or another individual with whom they have a close personal relationship except for minor conditions or in the event of an emergency.

Performance Indicators

The Member:

- maintains practices and procedures that clearly demonstrate that provision of naturopathic services to an individual with whom the Member has a personal relationship may be inappropriate as outlined in legislation and/or if professional boundaries may not be sustainable;
- clearly, sensitively and consistently explains why the service cannot be provided; and
- does not treat a person with whom they are having a sexual relationship, except in an emergency.

Related Standards and Guidelines

Consent

Internal Examinations

Conflict of Interest

Legislative Framework

[Professional Misconduct Regulation](#)

[Regulated Health Professions Act, 1991](#)

College of Naturopaths of Ontario Patients Relations Program

Disclaimer

In the event of any inconsistency between this standard and any legislation that governs the practice of Naturopathic Doctors, the legislation shall govern.

DISCIPLINE COMMITTEE
OF THE COLLEGE OF
NATUROPATHS OF ONTARIO

**AGREED STATEMENT OF FACTS AND
ADMISSION OF PROFESSIONAL MISCONDUCT**

STEINECKE MACIURA LEBLANC

Barristers & Solicitors
401 Bay Street, Suite 2308
P.O. Box 23
Toronto, ON M5H 2Y4

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Email: estair@sml-law.com

Lawyers for the College of
Naturopaths of Ontario

**DISCIPLINE COMMITTEE OF THE
COLLEGE OF NATUROPATHS OF ONTARIO**

B E T W E E N:

COLLEGE OF NATUROPATHS OF ONTARIO

- AND -

TINA (ROGERS) SESTAN

JOINT SUBMISSION ON PENALTY AND COSTS

Steinecke Maciura LeBlanc

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**DISCIPLINE COMMITTEE OF
THE COLLEGE OF NATUROPATHS OF ONTARIO**

B E T W E E N :

COLLEGE OF NATUROPATHS OF ONTARIO

- and -

TINA (ROGERS) SESTAN

JOINT SUBMISSION ON PENALTY AND COSTS

The College of Naturopaths of Ontario (the “College”) and Tina Sestan (the “Registrant”) agree and jointly submit that the following would be an appropriate order as to penalty and costs in this matter:

1. The Registrant is required to appear before a panel of the Discipline Committee immediately following the hearing of this matter to be reprimanded, with the fact of the reprimand and the text of the reprimand to appear on the public register of the College.
2. The Registrar is directed to revoke the Registrant’s Certificate of Registration effective immediately.
3. The Registrant is required to reimburse the College for any amount paid for funding for therapy and counselling provided to the patient under the program established under section 85.7 of the Health Professional Procedural Code, being Schedule 2 of the *Regulated Health Professions Act, 1991*, up to the maximum allowable amount of \$17,940.00.
4. The Registrant is required to pay the College costs in the amount of \$7,500.00 by certified cheque made payable to the College.

All of which is respectfully submitted:

Signed this ____ day of _____, 2025

Signed this 15th day of October, 2025

TINA SESTAN
Registrant



ANDREW PARR, CAE
Chief Executive Officer, College of Naturopaths
of Ontario

DISCIPLINE COMMITTEE OF
THE COLLEGE OF NATUROPATHS OF ONTARIO

BETWEEN:

COLLEGE OF NATUROPATHS OF ONTARIO

- and -

TINA (ROGERS) SESTAN

JOINT SUBMISSION ON PENALTY AND COSTS

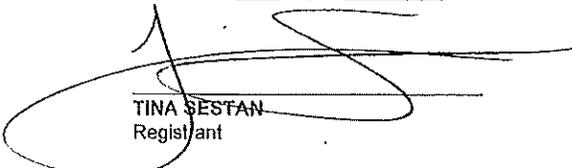
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All of which is respectfully submitted:

Signed this 01 day of Oct, 2025

Signed this day of Oct, 2025



TINA SESTAN
Registrant

ANDREW PARR, CAE
Chief Executive Officer, College of Naturopaths
of Ontario

COLLEGE OF NATUROPATHS OF ONTARIO

- and -

TINA (ROGERS) SESTAN

DISCIPLINE COMMITTEE
OF THE COLLEGE OF
NATUROPATHS OF ONTARIO

JOINT SUBMISSION ON PENALTY AND COSTS

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Lawyers for the College of
Naturopaths of Ontario

**This is Exhibit # 4
In CoNO vs. Tina (Rogers) Sestan
(DC25-01)
Date: December 2, 2025**

November 20, 2025

College of Naturopaths of Ontario
1001-10 King St. East
Toronto, ON
M5C 1C3

Re: CONO vs Sestan

Dear College of Naturopaths of Ontario:

I, [REDACTED], deemed the victim by the CONO investigation launched based on the complaint filed by [REDACTED], have had no negative impact from any actions defined and described in the Section 51(6) of the Health Professions Code.

Sincerely,

[REDACTED]

[REDACTED]